

# TOUCHSTONES OF SUCCESS



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A BOOK of INSPIRATION for YOUNG MEN

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# Touchstones of Success

By

160 PRESENT-DAY MEN  
of ACHIEVEMENT

*"All is not golde that hath a glistering hiew;  
But what the touchstone tries and findeth true"*

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## PREFACE

“They won’t do it,” said some prophets to whom the project of this book was presented. “They will hide the secrets of their accomplishments from the public’s gaze, and they will be buried with them when they pass on.”

But these men of achievement do tell in these pages, not reckoning the value of their literally “golden” moments—over their own signatures—and it is a secret no longer! They have uncovered this hidden treasure of their lives. They have made the philosopher’s secret known, and our young readers may walk on their beaten paths up the hill, laboriously, perhaps, but confident that the best things are worth going after.

Success can be achieved “by any young man,” as one of our contributors so forcefully portrays it, “if he is only willing to pay the price.”

The within pages tell what the price is, and as our ambitious young men read in these wonderfully fascinating testimonies of really successful men they will discover that the making of money was by no means their chief aim. They got that, and they got it because

their main purpose in life was to serve, and work. Integrity, courage, a clear conscience, and a real fine character were the most valued and cherished of all their possessions.

And now, young men, these leaders of all professions and callings open their hearts and their minds and call upon YOU to make your life also worth while.



## HOW TO SUCCEED

BY E. C. SIMMONS, ST. LOUIS

*Merchant and Manufacturer*

The way to success in life is as plain as the way to market. Every young man who enters mercantile life should ask himself this question: "Am I willing to pay the price?" Naturally he would want to know what the price is, and that is what I propose to state in this article.

It is integrity of purpose and deed—good habits, earnest and persistent hard work. Having employed many thousands of young men, and having developed a considerable percentage of them successfully, enables me, I believe, to state some truths on this subject that may be of benefit to some young man who reads what I say.

One of the most important matters is that a man should select a business that he likes. Let me illustrate that by saying that I love the hardware business—having been in it, without intermission, for sixty-four years, and the fact that I love it has assisted me greatly in the success I have attained.

Perhaps the reader would like to know how he should arrive at a decision as to what busi-

ness he will like, when he is only a boy, say of fifteen to eighteen years of age. That is a problem that you must solve and nobody else can help you with it. You must think it out for yourself.

The way I selected the hardware trade as my occupation for life was in thinking of the fact that when a man buys an item in a hardware store—and which by the way is essentially a man's store and not a woman's store, because perhaps 90 per cent. of the goods sold in a retail hardware store are sold to men—he receives more value for the money he spends than he does in any other kind of a store, because of the length of time the article lasts and the service it renders when used day by day or very frequently. For example—suppose a carpenter buys a tool and pays two to three dollars for it, and it lasts him ten to twenty years, or a woman buys a pair of scissors or shears, and if she buys the very best they will easily last her for ten or twenty years if care is taken of them. Then compare that with such items as she may buy in the dry goods store, grocery, etc.—all of which will be worn out or eaten up within a brief space of time.

This may help some of you how to determine your vocation or what kind of a business you

will select in which to cast your lot.

Among the necessities for success is absolute truthfulness and perfect fairness in business. Don't try to be smart—don't have any short cuts or sharp practices. Tell the truth—the plain, simple truth, and all the truth in everything connected with your lives, and especially your business experience.

Study the details of your business, constantly, persistently, perseveringly and without cessation. There is always something new to learn.

Among the rules that governed me in my boyhood or younger days were the following:

I never was a clock watcher. I never kept my eyes on the clock to see what time I could quit my work to go off and frolic or play with somebody. Work came first with me always, and everything else was secondary in the highest degree.

I never asked for an increase in compensation. I determined that I would command it by results, instead of asking for it, begging for it or crying for it. I felt that I would receive the reward that was coming to me or due me for my ability and painstaking efforts.

I endeavored to find out what my employer expected from me, and then not only to do that, but to do more. Let me illustrate that

by saying that in my boyhood days I asked to be permitted to carry the store key, in order that I might get to work earlier than I could otherwise, because the porter who carried the key did not get down early enough to suit me. I wanted to get to work early, and I was permitted to carry the key. That little thing—simple as it may seem to the readers of this article—had a very great influence on my life, because merchants who were visiting the city, and who perhaps could not sleep well because of the noise, would get up early in the morning—especially in the summer time—and wander around town to see the sights, and when they passed our store and found it open and saw me there, they would sometimes come in, and occasionally I could sell them a bill of goods. This was long before I was considered old enough to be a salesman. It was a case where “The early bird caught the worm.”

**Don't think you are overworked.** Don't whine and say you have too much to do, but rather say “I can do more” and ask for it. Finish up your work, do it well and then ask for more.

**Don't ever think you have the hardest job.** Others have just as hard jobs as you have, and perhaps still harder.

Don't be satisfied to give the service that your employer expects from you—give him more.

Another very important matter is to take a careful inventory of yourself. Write it on paper; don't let anybody else see it; after you have written it and read it over several times, destroy it. This inventory should show your weak spots rather than your strong ones. Don't try to find out that you are a "Good Fellow." Don't try to find out your virtues and your merits. Try rather to find out your shortcomings—what it is that somebody else does better than you do—more thoroughly, more systematically, etc.

I am a great believer in the value of "Early to bed and early to rise." I recommend to all young men who want to succeed in life, to put that into practice. There is nothing I know of that conduces more to good health and longevity than "Early to bed and early to rise." Don't allow yourself to be influenced to frolic and keep late hours in such a way as will prevent you from getting to work early the next morning, fresh, vigorous and clear-headed. I have practised this plan all my life, and that is perhaps one reason why I am past my four score milestone.

In addition to the above—quite equal with it and perhaps superior to it—is the fact that you must be a hard worker, as well as an early worker and a late worker. If you do not expect to work hard, do not go into business. Sit down and suck your thumb or get an easy and soft job. There are plenty of those, but the man who takes one must be satisfied to remain a mediocre man all his life—he never will get ahead—he never will occupy a front seat—he never will fill an important chair.

Last but not least is the question of your habits. In holding your self-examination, or taking your inventory, be careful to do it honestly, and ask yourself if you have any bad habits or if you have any faults of any kind. Do it faithfully, and if you find that you have, cut them out. Do not try to find your virtues,—they will take care of themselves. Why any man, or any boy, who wants to succeed—who hopes to succeed and says he is striving to succeed, should do wrong is something that I cannot understand, and never have been able to understand.

Many a time one single bad habit will stand in the way of a man's progress in life and cause him to be a failure. Let me give you an incident: Some years ago as I was coming into our store, I saw a very bright looking young



man out in front—he looked so bright that he attracted my attention, BUT he was smoking a cigarette. I went into my office; took up my work, and in a few minutes I was told there was a young man wanted to see me. He came in to apply for a situation. I talked with him a while, and during the entire conversation of perhaps half an hour, I could not help but think of his bad habit of smoking cigarettes, and I turned him down. That young man perhaps lost the chance of his life. I had been so favorably impressed by his appearance at the front door that I probably would have given him an opportunity to enter our establishment and work his way up, but I despise cigarette smokers and do not want any in my employ. It is a bad habit, and that is enough to say about it.

Therefore, I say to you, boys, if you have any bad habits—cut them out. If you don't cut them out, and don't succeed in life, blame yourself—it will be all your fault.

## FIND OUT WHAT YOU CAN DO BEST

BY PAUL W. BARTLETT, WASHINGTON, D. C.

*Sculptor*

My young friend, try to find out what you can do best, and then do it all the time.

PHYSICAL STRENGTH, CREATIVE  
IMAGINATION, HARDSHIP-AID-  
ING PROGRESS, MAKING GOOD  
COMPANY OF ONESELF

BY HUDSON MAXIM, BROOKLYN  
*Inventor and Mechanical Engineer*

From my parents I inherited an iron constitution and great physical strength, with energy, ambition and a creative imagination. I was able, therefore, to plow through a great deal of hardship and adversity to get a start in the world.

When I was a boy, half fed and scantily clothed, down in old, inclement Maine, I had the toughest kind of a time. I had neither hat nor shoes, even in winter, until I was thirteen years of age.

I had no opportunity of learning my letters until I was nine years old. In my youth I worked for two things—existence and education.

Whatever impedes a man, if it does not actually stop him, aids his progress. Whatever hits a man helps him unless it hits him hard enough to break him or kill him. Cuts and bruises may bleed, but they build.

My father once said to me that the best safe-

guard against wrong-doing is right work. At the age of twelve I made the resolution to make of myself all that I could, and to keep at it until I died, and I have never swerved from that resolution.

A man must always live with the man that he makes of himself, for all his actions keep him company. Therefore one should so live that he may be as good company for himself as possible. Every man is known to himself by the company that he keeps himself.

Every man who has done big things serves as a pace-maker to every young man with ambition to do big things. I have always been greatly influenced by the example of successful men.

I always realized, and every young man should realize, that the world owes nobody anything except what he earns. The only true estimate of a man is based on the use he is.

## HARD WORK

BY CHAMP CLARK, MISSOURI  
*Congressman*

There is only one point in my life that ever contributed to my success and that is hard work —keeping everlastingly at it.

## THINKING AHEAD, PULLING WITH THE OTHER FELLOW, HAV- ING A GOAL

BY H. S. FIRESTONE, AKRON

*President of the Firestone Tire and Rubber Company*

If you want the secret of Firestone's success you will find it in two words: **Thinking Ahead**. Even when he was barely in his teens, he was analyzing everything he did, sizing it up as to its future opportunities. When he felt one job held no promise of big things he did not hesitate to quit it.

Because a man fails in one position is no disgrace. The cause of this occasional failure to make good is that some men cannot stand success and the things which come with success, especially the added power over other men. It goes to their heads. They see themselves under a magnifying glass. They not only run their own job but try to run some other man's job.

An organization is fortunate when it has men in it who are big but have the faculty of keeping the brakes on their self-esteem. Some men are so sound and well balanced that they have the power of drawing strong men to them. They build up a force of live, enthusiastic, loyal co-workers; and I think they

can do it because they have a reputation for fair dealing. If a subordinate comes to them they give him a chance to talk. They don't take away his initiative by simply imposing their own will. They don't make him a mere machine.

The man who is really valuable in an organization, whether he is a subordinate or an executive, is the one who realizes that it is an organization and that his own success must be built on the success of the men around him. You have got to pull with and for the other fellow. A man who isn't willing to share his success with others won't have much success to put in his own pockets.

A man who wants to advance must learn two things about responsibility: He must learn to delegate certain duties to other men, holding them responsible for these duties; and he must learn to hold himself responsible for his own work.

It is an old saying that a chain is only as strong as its weakest link. A business organization is a series of these chains. If there are weak spots in any of them it impairs the strength of all the rest. Men who can't stand up and take responsibility are weak links.

Well, hard work and faithful work isn't everything. Did you ever see a horse in

threshing season on the farm? He works hard and faithfully; but he doesn't get anywhere. He goes round and round in his little circle. He puts in so many hours a day and keeps right on plugging. He is fed and watered, and goes back to his stall at night, and that's all there is to it. There are thousands of men who work just that way. As a rule, I believe the trouble with them is that they haven't any goal. They have not picked out an object to attain. If you find that you are going around in a little routine circle, your head down, just plugging, the only thing for you to do is to look around you, pick out a definite goal which you want to reach, and begin traveling toward it.

We are always talking about "success," and we are likely to regard money as the gauge by which to measure it; in one way money really is a good gauge, but it is not always applied in the right way. I think the comparison should be made within the same class of work and not between different classes. I mean that we should compare a salesman with other salesmen, a clerk with other clerks, a banker with other bankers, and so on. We should not compare a clerk with a banker, a salesman with a manufacturer, an engineer with a merchant.



If you want to determine the quality of your own success, compare yourself with the men who are doing the same kind of work you have set yourself to accomplish. What you are doing now may be only one stage of your progress. But if you are doing better work at this stage than others are, you are succeeding. If you are doing the work you are happy in and fitted for, and are doing it better than anybody else, you are a success. And, using money as the gauge, you will almost certainly register higher than the men who are doing the same work less competently.

A truer measure of success, however, is accomplishment. Certainly it is a deeper source of satisfaction than money is. The man or the woman who doesn't accomplish anything doesn't get much out of life.

## CAPACITY FOR WORK

BY F. V. HAMMAR, EAST ST. LOUIS, ILL.  
*President of Hammar Brothers White Lead Co.*

A man's success in life depends solely on his capacity for intensive and initial thought, coupled with the amount of work he is physically able and willing to do for twelve to fourteen hours a day every day.

## SURE POINTERS TO SUCCESS

BY THOMAS E. WILSON, CHICAGO

*Packer*

Dream and then work to make your dreams come true.

Let your conduct be such as would win approval from your mother.

Boost, don't knock the fellow ahead of you. Help him into a better position and then take his position. As a result you win a better position and make a friend for life.

When you have performed a task successfully, do not use it as an excuse for resting on your laurels.

Perform every task in hand as though your very future depended on it.

Study poise and self-control. Do not be irresponsibly emotional and over-enthusiastic, but do not be depressingly morose and sluggish in action.

Cultivate the habit of smiling hardest when things look blackest.

Stick to a thing when you start it and be sure and finish it.

Be determined to do well the thing in hand, but think well before you begin a task whether

it is worth your while, and whether the results are worth the effort.

Each day drive yourself to do something that it is difficult for you to do; something that is not entirely to your liking, but a task which is important and necessary to your day's work.

Discipline yourself mentally and develop a vigorous, keen, clean mind.

Think of what you are going to say before you say it and when you speak use simple words to convey your meaning.

A well-ordered mind means a well-ordered personality; well-balanced, self-possessed, vigorous and determined.

Consult others and look beneath the surface of printed words; find pleasure in finding the true meaning of everything that you can.

Take nothing for granted; satisfy yourself that you can stand sponsor for every statement you make.

Avoid gossip and resent discussing another disparagingly in that other's absence.

Be an American citizen and spread the gospel of Americanism.

**Be Honest with yourself.**

---

“You must keep on absorbing new ideas as well as new air.”—*Kaufman*.

INITIATIVE AND DECISION, NOT  
EASILY DISHEARTENED, COU-  
RAGEOUS, LOYAL, MODEST

BY JOHN HAYS HAMMOND,  
GLOUCESTER, MASS.  
*Mining Engineer*

Let us for a moment consider what constitutes success. Some would measure success by the degree of fame achieved in professional work; in public life, or in any vocation that brings us prominently and favorably before people. Others would measure success by the money we accumulate. Of all standards by which success is measured, none is so falsely alluring as that of wealth.

The criterion of success should be what one has achieved through able, honest, self-sacrificing effort—not merely for his own advantage, but concurrently, and this is the *sine qua non*, for the benefit of his fellow beings.

The essentials for a successful career are, I believe, first of all the possession of character. An honest, clean-cut, straightforward, conscientious young man—ambitious, persevering, and last, but by no means least, level-headed—would possess seventy-five per cent. of the essentials of success.

As Shakespeare has said: "There is a tide in the affairs of man, which, taken at the flood, leads on to fortune." Failure on the part of many is due not so much to lack of opportunity as to the lack of initiative; of inability to seize the opportunity presented, or of unwillingness to make the self-sacrifice indispensable to achievement. Lack of decision and procrastination are fatal qualities. The mariner who delays his sailing to wait for propitious winds is left far behind by him who has the courage to face adverse winds in starting out on his voyage. **Many young men are too easily disheartened by temporary adversity, failing to realize the fact that, however unwelcome adversity may be, it develops in a man of strong character those latent qualities the exercise of which commands success.**

**The reputation of being loyal to one's chief is a valuable asset, for the success of a corporation is just as much dependent on the loyalty and hearty co-operation of its employees, as is team work in winning victory on the athletic field. Those who are not willing to render loyal service themselves cannot expect to exact such service when they reach a position of responsibility.**

It is a great advantage for a young man to be temperamentally an optimist, "for a merry

heart goes all the day; your sad tires in a mile—a."

No great constructive work is ever initiated and carried out by a pessimist. It is likewise of advantage to be by nature a good mixer, not, however, of the artificial kind of "glad hand" artist, who endeavors to win popularity for selfish purposes and at the sacrifice of principle and self-respect. Popularity of that kind is of short duration.

What is designated as "grouch" is a very unfortunate obsession. Grouches, grievances, resentments, which are often inspired by envy, become cumulative burdens and make a heavy load to bear in addition to the normal burdens of the day's work.

A sense of charity may incline your neighbor to listen with sympathy to the hard-luck story of an older man, but the trials and tribulations of a younger man are not calculated to enhance the esteem of his auditors, for, in the parlance of the hardy, plucky cowboy of the West, "Life ain't in holding a good hand, but in playing a poor hand well."

Many young men fail in promotion because they have no other ambition than to "hold down their own job." The big head is a serious obstacle to success.

The really great man knows how insignifi-



cant are his achievements compared with the work before him, and would say, as did Cecil Rhodes, one of the greatest men of his time, and one of the most modest whom I have known, "so little done, so much to do."

## INTEGRITY, ENERGY AND AMBITION

By Gov. E. Y. SARLES, HILLSBORO, N. D.

*Banker*

My experience has been that success is attained principally by energy and ambition. Of course, environment has its influence.

My education consisted only of a high school course, but I selected the West for my future operations. I saved my early earnings and came West in the spring of 1881, and associated with a brother five years older. We started in the banking and lumber business. We had only what we had saved, to start with, and the good name of an uncle who had made a business success in life, and with honesty and integrity as our motto we succeeded.

There is always room at the top for young men who are strictly honorable. The public is not slow to appreciate men of fine character, whether it is shown in the social, business, or political life.

I use the golden rule in my business.

## ENTHUSIASM, TIRELESS ENERGY AND CONSTANCY OF PURPOSE

BY THOMAS J. J. SEE, MARE ISLAND, CAL.

*Astronomer and Mathematician*

The salient point in my life, which might be of value to young persons, is this: that while a boy my mind was filled with enthusiasm and admiration for science: knowledge of the physical universe appealed to me as it did to the Greek philosophers centuries ago. I had the Greek love of Nature, and tireless industry resulting from great energy of body and mind. I was a farmer's son, and there was no tradition in our family for a career in science. Yet I saw the priceless value of discovery and its necessity for our race, and willingly entered upon the heavy lifelong labor involved in the discovery of the great laws of the universe.

If Kepler had by great labor "Thought God's thoughts after Him"—discovered fundamental laws of the Universe—why could not I join in this noble and sacred search for truth? Having ability and a good physique I was very industrious, and by great effort the way for a career in science was opened unto me. Let no one think it was easy to pass

those summits near the stars. The only thing which made it possible for me to succeed where many others failed or turned back after starting towards the mountains was an **unwavering constancy of purpose**. I would not consider giving up my career for any earthly reward, however great: it was preferable to be the discoverer of the laws of the universe than to be president of the United States.

Having perceived the immeasurable superiority of a life of discovery to any other earthly career, I cast about for the means of doing my best: then it was noted that it is the fifty and sixty year men, philosophers like Newton, Laplace, and Lord Kelvin, who make the great advances in our knowledge of the universe.

In his Historical Eulogy on Laplace Fourier exclaims: "His constancy has triumphed over all obstacles: he would have completed the science of the skies if the science could be completed."

In conclusion, the lesson we learn is to choose a career great and noble enough to be worthy of our utmost labor, and then abide with it to the end. This is the great point in intellectual effort, and I am quite satisfied that this is also a discovery of high order, which many might take to heart with advantage to themselves and to the nation.

## SUCCESS IN THE ENGINEERING PROFESSION

BY J. A. L. WADDELL, NEW YORK CITY  
*Consulting Engineer*

**First:** Develop energy, concentration, will power and earnestness to the utmost degree, studying the best published works that treat of these qualifications.

**Second:** Be true and loyal to your employers in thought, word, and deed. Follow their instructions implicitly as long as that which they request you to do is honorable. If they ask anything else, tender your resignation to take effect at once.

**Third:** Don't be content with working six or eight hours per day, but put in ten and sometimes twelve or more. The man who works by the clock will never be a success. Work at least full time for your employers and most of the overtime in developing yourself.

**Fourth:** Read regularly two or three of the principal engineering papers, and lay out and follow a course of technical study, based mainly, but by no means entirely, on the line to which your occupation pertains. The engineer who quits studying upon graduation is

the one who will make no great success in his professional career.

**Fifth:** Do your utmost to perfect yourself in reading, writing, and speaking your own language; and learn thoroughly at least one foreign tongue—preferably Spanish.

**Sixth:** Learn to love your work. If you find you cannot do so, you were not cut out to be an engineer. No man who fails to love his work, can ever be successful in anything.

**Seventh:** Do not shirk your civic duties—it is necessary to be a man as well as an engineer.

**Eighth:** Join the national technical society in your line of activity as well as the local engineering organization in the place where you reside, attend their meetings, take part in their various functions, and discuss their papers, especially when you possess any special knowledge on the subject under consideration.

**Ninth:** Practice technical writing, and study how to prepare, in the best possible style, specifications and contracts for engineering constructions.

**Tenth:** Develop and practice a sound, logical system for all your activities; and keep your records and files in such shape that you can always find what you need without any

unnecessary expenditure of time or effort. Keep your account books straight and post them up regularly.

**Eleventh:** Make it ever your practice to consider honor and integrity, as far outweighing in importance the mere accumulation of wealth.

**Twelfth:** Help your brother engineers all you can, and never refuse to impart any requested information of which you are possessed, unless it would involve disloyalty to your employers.

**Thirteenth:** Don't walk through life with a chip on your shoulder, but be slow to take offense. Kindness and courtesy will accomplish far more than selfishness and incivility.

**Fourteenth:** Let your main governing principle of conduct be giving the square deal to everybody with whom you come into contact.

**Fifteenth:** Set for yourself at the outset a goal for professional attainment, and bend all your energies toward its achievement. You cannot make this object too high or its purpose too ideal, provided, of course, that you keep within the bounds of reason and practicability. It is far better to strive for a lofty ideal and fail to reach it, than to content one's self with leading a humdrum, mediocre life—but there is seldom any valid reason for failure to ac-



comply with any reasonable purpose, because all that is required to attain an object is an intense enthusiasm combined with deep earnestness of purpose.

## STEADY, INTELLIGENT WORK, UNENDING EFFORT

BY ABRAM I. ELKUS, NEW YORK CITY  
*Associate Judge, Court of Appeals*

The greatest feature and underlying cause of success, is work and work, and still more work. Most young men with whom I have become acquainted believe that success comes from an inspiration or from one brilliant effort, and few can be made to realize that what really brings success is steady, intelligent work.

In my experience, I have found most young men willing to stop when they think they have done enough.

To succeed, effort must never end.

Another factor is not to devote one's self entirely to the particular business or occupation in which one is engaged. An outside interest which does not interfere with business or profession brings a broadening of the mind. The intercourse with others in a way is a recreation which is helpful, but, above all, the greatest factor of success is intelligent work.

LEARN TO THINK, LEARN TO WORK,  
LEAD CLEAN LIVES, READ  
THE BEST BOOKS

BY JOHN N. WILLYS, TOLEDO, O.

*President, Willys-Overland Company*

Every boy, worth his salt, means to be successful. He never doubts but that he will be. But he can't win the success in life that he plans unless he has defined for himself his purpose and then sticks to it. To be successful, he must play father to the man he intends to be. He must learn to think and learn to work. That's a job he must do well. Success has no other secret that I know of: for this it seems to me is its free road to achievement.

No young man has yet succeeded who did not learn in his early years how to work and work hard to attain his object. Young men can give all sorts of reasons why, in their cases, failure is attributable to exceptional circumstance. Some will say they never had a chance. That is merest nonsense. No young man ever lived who had not a chance and a splendid chance, if he ever got seriously to work at all.

This splendid chance will not always lead to riches—wealth, that is, within the measure of

an income tax report. But it will build for youth the character of a splendid man whose life makes others happier and better for having known him, whose character overcomes obstacles and handicaps which crush weaker men, whose ideals, carried into each day's work at office or factory or home, make him a worthy and useful citizen. And if at the end he count no material riches, he shall, nevertheless, have been successful beyond most of his fellows. He will have the greater riches that reward a life—vital, purposeful, masterful.

So if a young man chooses high ideals and sets out deliberately to attain them, it hardly matters what business, what profession, what worthy pursuit, in short, he selects or circumstance chooses for him. He will succeed. **But the price of success is hard work.** Young men, rich or poor, have a splendid chance to succeed in proportion to their willingness to pay the cost in unceasingly hard work. There is no golden road to happiness; there are no chair cars and palace-trains on the road to a real success.

If I were to set down a few simple rules for youth, I think I would collect them under these heads:

1. Take example and inspiration from the

lives of the great men of the past; choose well your ideal. You will find that ideal at work under the rags of poverty oftener than resting on the cushions of pampered ease.

2. **Lead clean, virile lives.** Health is necessary, for the sound mind must have a sound body. And youth must not forget that clean, virile bodies can only be had with clean hearts, clean morals.

3. **Read much of the world's best literature;** study much but think more—always in the company of the world's best minds, open to every lad on the free circulating shelves of all libraries.

4. **By being honest with himself, a young man will be honest with others.** He will always give an honest day's work for an honest day's pay. He will work a little harder and a little better than his employer expects. And he will prepare himself for the job ahead by study, observation and application.

5. "There is very little success," said Andrew Carnegie, "where there is little laughter. The workman who rejoices in his work and laughs away his discomfort is the one sure to rise."

6. Perhaps it may all be summed up in this wall motto many business men have admired as the definition of a gentleman:

“A man who is clean both outside and inside; who neither looks up to the rich nor down to the poor; who can lose without squealing and win without bragging; who is considerate of women, children and old people; who is too brave to lie and too generous to cheat, and who takes his share of the world and lets other people have theirs.”

## THINKING OF NEW AND BETTER WAYS AND A GOOD DIGESTION

BY CYRUS H. K. CURTIS, PHILADELPHIA  
*Publisher*

It is all summed up in a few words, Thinking, thinking up a new and better way of doing things or of making things. The ability to think depends upon a fit physical condition. A clear head depends upon the “department of the interior.”

A sound physical condition depends upon what and how much you put into the body; and what and how much you take out, or in other words, perfect digestion and elimination. The whole secret of success starts right there—the treatment of the stomach. See to it that you get that right.

POSITIVENESS AND PERSEVERANCE,  
WILLING TO PAY THE PRICE

BY EMERSON HOUGH, CHICAGO

*Author*

From my boyhood I desired to become a writer, but my ambition certainly was slow of realization. As to success in any profession, which of us shall say he ever has attained it? Success is a wholly relative term. Most of us get what we want if we really want it and if we really know what it is that we want. The trouble with most of us is that either we don't know or we won't try.

No one ever helped me a step on the long, hard road of my ambitions. No one ever backed me. I don't know that any one ever encouraged me. If ever I reached any success, I fancy it must have been due to two qualities—positiveness and perseverance. I knew what I wanted and I was willing to pay the price for it; and we all really do pay some sort of price for everything we get. I paid in long hours of work, in renewed efforts to do what I wanted to do. Many times in my life I have needed courage and I believe that I always had courage to come back and try again.

There are or ought to be many side lights on

each man's estimate of what success really is. What pleases one man might not please his neighbor. No man ought to envy his neighbor, for very likely what his neighbor wishes may be of little use to another. Success would have meant nothing to me if I had been obliged to pay for it with my personal freedom, my independence of life, my own leisure to do what I liked. The doctrine of mere efficiency in making money at any cost could never have carried me to anything which I would have been disposed to call success. I wanted some human content and human usefulness alongside my other ambition. The purely American ambition for money and nothing else—it seems to me that is what is the trouble with Americans to-day.

I am one of those who, knowing that application and resolution count for most in life, none the less believe—indeed know—that chance, “luck” forsooth, may have much to do with success or failure. No man who ever lived in the old West, among miners, prospectors, adventurers, fortune hunters, can avoid that conviction. But no truly successful man ever succeeded by luck alone, or ever held his success by luck alone. I am disposed to believe that I rather was one of the un-



lucky, for surely all I ever got came through plain hard work.

Fixed purpose, courage, willingness to take punishment, the disposition to carry on the offensive until the objective is taken—these things plus the luck of the game—as it seems to me, make up most of the success factors for the average man; and I suppose I am about an average man.

Although often very sad, often very troubled, life has in the main, been for me a pleasant enterprise. I hope there is a life after this, so that we all may go on trying and studying and growing. There isn't time in three-score years and ten to do everything a man would like to do.

## DON'T BE LURED BY MONEY, MUTUAL CONFIDENCE

BY GEORGE WILLIAM ROLFE,  
CAMBRIDGE, MASS.  
*Chemist*

Measured by many standards, my own career might not be deemed a success, but I have had a rich experience in life, and through my position as teacher in a large technical school have had to do with starting many young men on their way to success. The as-

sets of most of these have been only their "brain" and their "brawn."

Many in choosing their first "job" are lured by its immediate cash return. This is a great mistake, often hard to rectify. Undoubtedly, many derive their greatest pleasure from money getting for its own sake, but the majority do not, although we may so delude ourselves in early life.

Most of us do our hardest brain work and take most joy in what may even first be considered a "fad," but often we make our greatest success in life in this way.

Unless you can throw your whole heart and interest into your work, take pleasure in studying its problems, and have confidence in yourself and in your employers, get out as soon as you can, and look for the work that inspires this attitude in you. Later in life it becomes increasingly harder to do this.

The young man should consider the money he makes as entirely secondary to his settling down to a life task which will absorb his interest and bring that momentum which makes attacking and overcoming its most difficult problems a joy. Life then becomes rich and rarely fails of substantial financial reward.

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"Get plenty of sleep every night."

INTEGRITY THE TOUCHSTONE OF  
SUCCESS

BY GEORGE WASHINGTON OCHS OAKES,  
NEW YORK CITY  
*Journalist*

Neither my father's education, nor his captaincy in the Union Army proved a convertible collateral at Knoxville, Tennessee, just after our civil war, hence his income as city magistrate needed augmentation by his boys, to provide for a family of eight; so we all went to work. When I was six years of age, I rose every morning at 3.30 to deliver to subscribers the old Knoxville Chronicle, a newspaper founded by U. S. Senator Brownlow, "the Fightin' Parson." I continued in this service until my sixteenth year, carrying the papers in the early dawn, and attending college during the day. Habits and health, thus acquired, stood me in good stead in later life; it was then I imbibed my love for journalism, and thus shaped my future.

My message inspired by observation and experience, is this: The touchstone of success is integrity. If to this be joined application of the right sort (reasonable physical health being assumed), the world is your oyster. One, per-

haps, may not become a famous painter unless endowed with some artistic talent; just how much of genius is heredity, how much heaven-born, how much the product of persistent, untiring, intelligent work, the oracles have been unable to determine, but the sages have discovered—and in this conclusion men who have battled with life's storms will agree—that the fundamentals of achievement are industry and integrity, not the vulgar implication that will not steal your neighbor's purse or crack his safe, but indwelling honesty to one's self, sincerity in one's undertakings, integrity in the expenditure of time, of thought, industry in effort. This presupposes sobriety, moral temperance, and perseverance; the rest then will follow.

“Perseverance . . . . .

Keeps honour bright,  
For honour travels in a strait so narrow  
Where one but goes abreast; keep then the path,  
For emulation hath a thousand sons  
That one by one pursue; if you give way  
Or hedge aside from the direct forthright,  
Like to an entered tide, they all rush by,  
And leave you hindmost.”

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“You cannot build a reputation on the things you are going to do.”—*James J. Hill.*

## HUMAN KINDNESS, SPORTS AND RATIONAL PLEASURES, FRIENDSHIPS

BY ALEXANDER H. REVELL, CHICAGO  
*Merchant*

It is wonderful what kindness will do to help along in business! Begin by being kind in your homes. If you are not kind in your homes, the chances are you cannot be very kind to the employes, and to all who are about you in your business life.

I do not mean kindness that will protect a fellow employe in a dishonest transaction. Kindness ceases at that point. The kind of a man that does so becomes an accomplice of the man who is dishonest. If he does not protect the property of his employer he will never learn how to guard his own property.

And then sports and pleasures should be mentioned in connection with business success. If one would say it is useless to bring sports and pleasures into the discussion, I ask you, why it is that so many men whom one knows, fall out of the lines? Why? Because of lack of health.

The man who makes a permanent success must be a healthy man. He must keep him-

self in good health as long as he possibly can.

**Every young man should select some healthful outdoor sport.** I know the time of the average employe is well occupied, but nearly every one has Saturday afternoon during the summer. Holidays come frequently. Vacations come along and men receive a week or more. **Acquire some healthful outdoor sport. Protect your health.** It is one of the best investments a man can make, not only for himself but for the sake of his family.

The seeking of irrational pleasure is a thing that holds the young man out of a successful life, by bringing him into contact with the wrong sort of friends. The kind of pleasure you seek and the kind of friends you make in seeking that pleasure, will put you in a class. Just as low as is the pleasure you seek, just so low will be the friends you find. The friends you make are seeking you, and the friends you seek want you.

If you go out and seek pleasure in channels which would very much shock your sister and bring your mother in grief to her final resting place, you may wonder some time in the future why business success did not come to you. If you exert yourself for pleasure of a questionable character, you must not complain if stability of character, which is a

great element of success, does not come. You will never know the pleasures of a higher life.

Never overlook an old friend no matter how poor. Give that man or woman as much or more time than you would a rich man. It will give you better poise when you meet the more influential person. It is wonderful, how many opportunities we miss that we ought to take advantage of in meeting people that we have business with, or meeting them for any purpose. This is waste. Stop it. Show a deep interest and kindness. Gain their confidence and after gaining their confidence by the way you speak and act, show them that you have the ability and the honesty to earn their confidence.

## SELECT THE RIGHT OCCUPATION

BY JOSEPH LEITER, WASHINGTON, D. C.

*Capitalist*

The best way a man can make a success, is to pick out an occupation for which he is mentally fitted and to give all of his time, attention, and effort to it thereafter.

It is the concentration of effort which leads to pre-eminence over the man who works by the clock, or who hates his job.



## KEEN INTEREST AND DESIRE TO DO THE BEST YOU KNOW HOW

BY JAMES COUZENS, DETROIT

*Manufacturer*

To be successful you must be keenly interested in doing everything that you are put to do and doing it the best you know how. It must make no difference whether you like it or not, as long as you have assumed the responsibility you must make good. I do not believe in building castles in the air or laying out a stupendous program to follow or setting your ambitions so high that you have a goal to strike for, but rather do I believe that if you do the things to-day the best you know how, the future will take care of itself. Work well done and done with a display of talent and interest is rewarded by more opportunities, because the world is always looking for men with a desire to do things, and the man with the desire to do things never has to look around for things to do.

Finally, stick to the job and do it the best and most energetically you know how, keeping yourself well in hand as to truthfulness, honesty and integrity.

## HONESTY—AN OBJECTIVE—STICKTO-ITIVENESS AND LOVE OF ONE'S PROFESSION

BY SIMON LAKE, MILFORD, CONN.

*Inventor and Consulting Engineer*

**First:** Any man to succeed must be honest, not only with the public but with himself; he might succeed in deceiving the public for a time but he can't deceive himself and unless he is willing to admit his own mistakes and to attempt to correct them when he makes them, (and who does not make mistakes) he cannot reach the full measure of success. He might make money, some of the greatest failures in history have done that, but unless he had made it honestly his conscience is apt to trouble him sometime in life, and no man is successful unless he has the feeling within his heart that what he has accomplished in life has been done without wrong to any other man.

**Second:** An objective in life is essential. Set some mark, or look up to what some other man has accomplished. Early in life I decided to become an inventor, first I had a natural hereditary bent toward mechanics and invention, and then I had become enthused by reading the accomplishments of Fulton, Edison,

Bell and other inventors. I was also impressed with the difficulties and hardships which most inventors have had in getting their inventions adopted and recognized, further, that had it not been for the invention or creative ability of man as distinguishing him from other animals, we should probably still be living in caves and eating uncooked flesh and vegetables. Therefore, it was up to me not to give up discouraged if I ever expected to be recognized as one of the world's creators of new things. In other words, one must have the quality of stick-to-it-iveness.

I also think any man must love his work, to work wholeheartedly at his profession, business or occupation; every man who finds the work he is engaged upon distasteful to him, should recognize that he is in the wrong groove, and see if he can not find something in which he can become interested. I have worked the greatest part of my life from twelve to fourteen hours per day; the days are too short and if I should live to be a hundred, life would then be too short for me to accomplish the half of what I know can be accomplished, and believe will be accomplished eventually, in the way of improvements that will benefit the whole human race.

## DELIBERATION, DETERMINATION, RELIGION

BY GILBERT J. WALLER, SAN FRANCISCO  
*Merchant*

Success in life is not an accident. The elements making for success can be identified if one will take time to analyze. The principles underlying all real success are identical in all cases of success, though there may be differences of manifestation.

In my own experiences those principles stand out conspicuously as the foundation of the success which has attended my activities, in the following simple rules:

**Deliberation in forming judgments.** The endeavor to trace the possible consequences which would be the result of a given course under a given motivation.

**Determination and tenacity in carrying out a judgment when once it had been formed.** In this way force of will brings triumph over obstacles and wins the success possible in the enterprise, and these are only part of the gain, for above this immediate success is the development of character. Where there is no will there is no character.

**The cultivation of a philanthropic nature in**

which truth and righteousness are made the determining factors in any enterprise or project. All things being valued in the light of this standard rather than personal advantage or gain. This develops a consciousness of responsibility to others in which talents, opportunities and returns are regarded in the light of a "stewardship." Instead of functioning economically for personal profits, the larger and truer vision of being able to functionate for economic well-being of the social whole is the dominant motive.

Finally, the pervading knowledge that as a child of God all men were my brothers and consequently my success could only prove its reality as it would make for the increase of the happiness of the whole. This makes business a sacrament of religion because it is the vehicle through which the strongest and deepest passion of life is expressed.

These four principles: Deliberation, determination, the sense of stewardship, and religion, are at the foundation of whatever success has crowned my life.

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"When a fellow has half knowledge of a subject he finds that it's the other half that would really come in handy."

HONESTY, INDUSTRY, ECONOMY,  
DEALING WITH PEOPLE AS  
YOU WOULD BE DEALT  
WITH

BY R. A. LONG, KANSAS CITY, MO.

*Lumberman*

Turning back, as it were, through my forty-three years of business experience, seeking to ascertain what particular factor or factors contributing to whatever success I may have obtained, remembering that I started with practically no capital, and it was necessary to establish a reputation in order to secure credit, I conclude that I must have impressed at least some others with the fact that I possessed the following characteristics:

a. Honesty. b. Industry. c. Economy. d. A keen sense of the necessity of fulfilling my obligations, financial and otherwise.

Honesty would not have been sufficient without industry. Honesty and industry might not have counted for much without economy. Honesty, industry and economy might not have been sufficient, except accompanied with a deep sense of meeting obligations and engagements promptly.

When I remember the liberal credit extend-

ed to me by a banker friend, I must have impressed him with the fact that I possessed all of the characteristics mentioned to quite a degree.

As our business grew, and it became necessary to secure others to assist me in the handling of same, I must have exercised rather good judgment in my selection, and have treated those chosen in the proper manner, for we have made, comparatively speaking, very few changes, and the harmony, coöperation and good fellowship prevailing in our organization has been quite wonderful, and such as to cause our company—The Long-Bell Lumber Company—to be known as “The Long-Bell Family,” and so, in concluding, I commend for the careful consideration of young men starting in the world:

Honesty, at all times and under all circumstances. Industry. Economy.

Meeting engagements of every kind and character exactly as agreed.

Treating the people with whom you may be associated, both within your own organization and without, as you would be treated.

Under these conditions, even with very ordinary ability, success is all but assured.

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“Walk in the open air.”



MEETING OPPORTUNITIES, WORK A  
RULING PASSION, A CHAMPION  
OF RIGHT

BY RABBI JOSEPH KRAUSKOPF, PHILADELPHIA

If I have attained any success in my life, it has been due, above all things, to **HARD WORK**. Though past my sixty-first year, I work as hard to-day as I did in the days of my studentship, and at the beginning of my public career. I have never looked for help to any one but myself. I have never asked any one to help me to a place or to an honor. I started supporting myself in the thirteenth year of my life, and worked my way through high school and university without obtaining help from any one. **HARD WORK** acquired a charm for me until it became the ruling passion of my life.

Realizing early that **HARD WORK** is impossible without **GOOD HEALTH**, I took exceedingly good care never to do violence to it, never to indulge in any of the dissipations that tempt the life of youth.

Another habit I formed early in my life was never to sit idly waiting for an opportunity to turn up. I went forth to meet it, and, whenever possible, to force its coming my way.

This habit necessitated my being ready for it, whether it came by chance or by force. And to be ready meant that there must be no let-up in preparation for the goal upon which my heart and soul were set. I gave a **PURPOSE** to my life almost from the time of my school days, and concentrated all my powers upon it. I realized early that dissipation of **PURPOSE** is as dangerous to success as dissipation of health.

Yet another factor I might mention that contributed to whatever success I may have attained, and that is **CHARACTER**. The books I read, the great men I met, assured me early that, great as talent and industry may be in helping a man to success, they will prove of little avail if back of them there is not strength of character, an incorruptible sense of honor, a determination to do the right and to champion it at whatever cost. The pages of the Bible taught me that it is of little good to have the strength of a Samson if there go not with it the virtue of a Joseph, that a greater hero than he who conquers an empire is he who conquers himself.

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“The successful worker is one who can do what he ought to do when he ought to do it, whether he wants to do it or not.”

THE FARM LIFE, THE INFLUENCE OF  
A STORY, THE NAVAL ACADEMY,  
SELF-RELIANCE

BY DEAN MORTIMER E. COOLEY,  
ANN ARBOR  
*University of Michigan*

Success measured by money I cannot claim. Teachers are rarely successful that way. Whatever my success I owe it, first of all, to my boyhood on a farm. I was one of a large family, obliged to create for themselves the things from which they derived their pleasure. Of good old New England stock, abhorrence of lies and deceit was beaten into one with an ox-goad. After my father had beaten me with a pole from an apple tree for running away from school to go swimming he said: "Young man, I don't expect to leave you anything but an education, but by God's help you will get that if the apple orchard holds out."

The greatest influence on my life was the story of Becket Burton by Sylvanus Cobb, Jr. Becket sailed to the East Indies as captain of a clipper ship when he was twenty-one. On his return he heard at Cape Good Hope that his country was at war with England

(1812). He converted his ship into a privateer and brought several prizes into Boston harbor. When asked how he dared do it not knowing whether his country was right or wrong, he replied: "I fight for my mother first and find out whether she was right or wrong afterwards." This story read in early boyhood led me to the U. S. Naval Academy.

The third great influence was my training at the Naval Academy. It was Spartan in its severity. We were not taught. We had to learn for ourselves. One of our teachers (?) when asked to explain something said: "I am not here to teach you, I am here to find out what you have learned." We became self-reliant. When told to do something we answered: "Aye, Aye, Sir." Whether we knew or not, we had always to try. Elbert Hubbard's story, "Carrying a Message to Garcia," exemplifies that kind of training.

A simple and natural boyhood, high ideals and self-reliance, will carry anyone to success.

## KEEPING MY WORD

BY SENATOR DAVID BAIRD, CAMDEN, N. J.

I can say very forcibly to what I attribute my success; namely, keeping my word and standing by my friends.

## AN EARLY START, BLAZE YOUR OWN TRAIL, KEEP UP WITH THE TIMES

BY ROBERT AITKEN, NEW YORK CITY  
*Sculptor*

I took to my career as a duck takes to water, at a very early age, so early in fact that no recollection of the starting remains. The urge, or what one might call "bull-headed stubbornness," caused me to be self-taught. It was impossible for me to go the way of the crowd so I chose rather to blaze a trail of my own, being fully conscious that it was the long way around.

Never having cause to regret this decision, I feel that experience was, after all, the best master. Therefore my advice to an ambitious young fellow would be to start early from the beginning and take the long road.

First look into yourself honestly and make sure that you have the stamina to go to the end at whatever cost. Remember that the long road means delay, starting at the beginning spells delay, possibly humiliation and perhaps privation. Be prepared to stand all this and more.

Once upon the road make sure that nothing escapes you—know, or find and learn all there

is to know about your art, profession or business from the ground up, take no substitute for knowledge.

Keep abreast of the times in all matters and ahead of the times in your own work.

Keep your lamp well trimmed—use plenty of midnight oil. Fire your ambition and strengthen your endurance by the study of how most all great men have suffered to succeed.

Then, when you arrive at the time that you realize that “nothing succeeds like success,” keep your sense of humor. Also keep a sharp edge on your critical sense and apply it mercilessly upon yourself. Lift your standards high and regardless of the applause of the multitude reach up, and up, and up.

If you have developed into a master or master workman, you will not realize that you have succeeded, for to you, there will always remain a task ahead, something more to be accomplished, new and greater pleasure in striving.

The pleasure of doing your level best will be the measure of your success.

This is the sort of advice that I give my students. I think it will serve in any case.

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“To yield is easy, to resist is hard.”

## NOT LUCK NOR GENIUS, BUT DOGGED PERSISTENCE

BY PRES. WILLIAM T. FOSTER,  
PORTLAND, ORE.  
*Reed College*

The advantage of men and women who are accounted successful over all others is seldom genius; the difference is due not so much to native endowment of vision, imagination, and brilliance of mind, as to industrious persistence in the pursuit of definite aims. The prancing race-horse makes a spectacular appearance, but he fails you in the long run. He is all speed and no control—useless for a steady job.

I do not mean to say that any man, by taking thought and keeping at it, can add enough cubits to his stature to become a Chopin, or a Shelley, or a Pasteur, or even an Edison, great as is his capacity for taking pains and his tireless industry. What I do mean to say is that the genius of such men is enjoyed by exceedingly few of the men and women who are regarded by the world as highly successful. Mr. Roosevelt, for example, could hardly have been called a genius. He himself insisted that all he accomplished was due to dogged persistence and a capacity for hard work. Without



these qualities, not a human being—genius or no genius—has ever attained a great success. All the “just-as-good-as” men have not yet found a substitute for hard work.

There is a long chain of casual connections binding together the achievements of a man's life and explaining the success of a given moment. That is the non-skid chain that keeps him safe in slippery places. Luck is about as likely to strike a man as lightning, and about as likely to do him any good. The best luck a young man can have is the firm conviction that there is no such thing as luck, and that he will gain in life just about what he deserves, and no more. The man who is waiting around for something lucky to turn up has time to see a preparedness parade pass by him—the procession of those who have formed the habit of turning things up. In a saloon at a prairie station in Montana I saw the sign, “Luck beats science every time.” That is the motto of the gambler—in the saloon and the class-room. But all men who have won durable distinction are proof that science beats luck—science operating through the laws of heredity and habit.

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“Know what you are after before you start out for it.”—*Kaufman*.

MAKING FRIENDS OF TOIL—TOIL OF  
BRAIN AND HAND

BY A. B. FARQUHAR, YORK, PA.

*Manufacturer and Political Economist*

In a delightful tale for children, Hawthorne tells the story of the efforts of a little boy, who loved to do only what was beautiful and agreeable, and who took no pleasure in labor of any kind, to get away from a very strict school-master who went by the name of Mr. Toil. Those who knew Mr. Toil best said that he was a very worthy character; and that he had done more good, both to children and grown people, than anybody else in the world; but the boy—Daffydowndilly was his name—made up his mind to escape the ugly-visaged school-master. Everywhere he went, however, under one guise or another, Mr. Toil was there to be found, until at last the little fellow learned the lesson that diligence is not a whit more toilsome than sport or idleness, while its results are infinitely more satisfying.

Hawthorne's little allegory contains a truth that should be taken to heart by all young people who wish to make the most of themselves. An early acquaintance with Mr. Toil—managing my father's farm and working at

odd moments improving machinery—made us good friends, and the friendship has never been broken. The sight of his homely face was never distasteful to me. He is the true nobleman of the world. It is he—Toil of brain and hand—who provides the conveniences, the comforts, the luxuries that we enjoy.

Work, then, is the **MASTER WORD**, by which alone can native capacity reach its fullest fruition. Without it genius itself remains fruitless; with it, mediocrity oftentimes rises to greatness. Incessant work for many hours a day and for many years, was a habit I formed and toil never became irksome. I made a play of it. This suggests perseverance and concentration, two essential factors in making dreams come true.

Many other qualities, of course, are essential to real success. On one occasion a disastrous fire crippled the firm of which I was a partner. The assets were barely sufficient to pay our creditors 25 cents on the dollar, which, however, they were ready to accept. I demurred, proposing, if given time, to pay in full. The seeming hopelessness of the prospect caused my partner to withdraw. The proposal was accepted, and within a few years every penny was paid. To keep one's engage-

ments to the dot should be a constant aim. Economy is of the greatest importance.

But material success can hardly be called real success unless along with it has gone the upbuilding of character and personality. A long time ago the question was asked "For what shall it profit a man if he gain the whole world and lose his own soul"—meaning, I take it, in the broadest sense, the loss of the finer qualities which distinguish the man of true culture and refinement from the mere money grubber. To grow higher, wider, deeper as the years go on is true progress. I like Emerson's idea that the soul contains the event that shall befall it; that success is, after all, the product of a man's character. Build those qualities that command success, and success will come almost as a matter of course.

## FAITH IN GOD AND HIS PROMISES WHO GIVES REAL SUCCESS

BY A. C. DIXON, CHICAGO  
*Clergyman and Author*

As I look back upon my life, I can explain what measure of success I have had only on the ground of God's saving grace, choosing a lad in an humble home, who, though bad in

heart and life, was willing to accept the Lord Jesus Christ as his Saviour from all sin and give his life unreservedly to His Mastery. I have sought to follow the gleam as it came from Him, and I believe that, as I have committed my way to Him, He has ever fulfilled His promise that He would lead me. In all my pastorates I have been conscious of the presence of a miracle-working God, who in His own supernatural way works wonders in answer to prayer.

The more I have studied the Bible the more certain I have become that it is the inerrant, infallible and, therefore, authoritative word of God, and I have sought to preach and live its truths. In the beginning of my ministry, it was revealed to me through the study of the Scriptures that the ideal preacher is not the leader who follows the line of least resistance and thus carries with him the larger multitude, but the prophet who claims God's word in God's power to God's glory and leaves the results entirely with God. And I have sought never to be influenced by a financial motive.

It will be seen, therefore, that only God is responsible for my successes, while my own failure to trust and obey Him as I should, has been responsible for all my failures. Let us all learn to trust Him more.

## THOUGHT, STUDY, DECISION, ACTION, IDEALS AND WORK

BY PRESIDENT RAY LYMAN WILBUR,  
STANFORD UNIVERSITY, CAL.

There is no substitute for regular, persistent work, done after thought and with thought, if one is to reach a position of responsibility in life. It is also important to distinguish pleasure, amusement, recreation and happiness in viewing life's problems and returns. Pleasure is momentary and fleeting. Amusement is largely futile, but at times of fatigue a source of diversion. Recreation is essential to physical and mental health and should be largely physical and, when possible, carried on in the outdoor world. A look at the first morning light coming into camp mends the worn brain. Happiness comes from doing one's work well, being busy, doing something for others, improving one's ability to do things and increasing one's knowledge, so that the opportunity for service is greater each year.

Responsibility should be welcomed, not shunned. Above all, facts should be ascertained in any field of human interest in which work is undertaken. In the long run we win

or lose just to the degree with which we bring our actions into consonance with the facts—that is the Truth. We must have opinions based on experience, facts and careful judgment. We must always draw conclusions so as to be able to act upon them. The man who can never reach a conclusion firm enough to base action upon is sure to stumble along through the vale of indecision.

Thought, study, decisions, action, ideals and work make a combination hard to beat.

## DEBT

BY LOUIS F. SWIFT, CHICAGO

*Packer*

Debt has been the making of many young men. I have often said to employes, "Get in debt." Later these men have told me it was the best thing they ever did.

Don't get in debt for clothing or luxuries, but do for some investment of intrinsic value. Sound investment means development of the saving habit.

As soon as you get one thing paid up, buy something else—get in debt again!



## CONSCIENTIOUS FIDELITY, AMBITION TO ACHIEVE AND COURTESY

BY PRESIDENT EDGAR YOUNG MULLINS,  
LOUISVILLE

*Southern Baptist Theological Seminary*

If I were to sum up the guiding principles of my life, I would say they are all elementary truths. The ministry rests on the same kind of foundation as other callings in the main elements of success. Yet one enters the ministry from a sense of being divinely guided into it. This is a never-failing source of comfort and assurance. The cardinal points in the work itself are attention to details, conscientious fidelity in the performance of each task, perseverance to the end of each undertaking, a constantly renewed hope, and a sane optimism as to results to be achieved, and a sanctified ambition to achieve and to excel. I think many fail because they think more about the goals they pursue than the cost in time, thought, sacrifice and labor necessary to attain them. I have tried to realize that the best and biggest things are done, not by herculean effort. They are the result of reserve power acquired through constant self-development and self-discipline. Doing the things most

worth while rather than the trivial things is another constant aim. A man often discovers reserves of power within himself, of which he did not dream, provided he constantly holds himself to a high standard of achievement. Attention to the physical in the form of recreation and exercise is essential and adds immensely to one's efficiency. The cost in time is a small price to pay for the return. A kindly and courteous attitude towards those with whom we come in contact is a vital element in success. The foundation upon which all else rests is faith in God and the immovable belief that the life is divinely guided. With this goes the abiding conviction that the Gospel of Christ is the supreme blessing for the individual and for society, and an intense joy in its proclamation.

## PROVIDENTIAL GUIDANCE

BY CHARLES HALLOCK BEALE,

MILWAUKEE

*Clergyman and Journalist*

So far as I have had any success it has been due to three things: 1. A good heredity. 2. Hard work. 3. Providential guidance.

## THE GOOD FORTUNE OF BEING BORN POOR AND HAVING A HIGH IDEAL

BY CHARLES H. INGERSOLL, NEW YORK CITY  
*Manufacturer*

My success? It is due to the great good fortune of having been born in circumstances that universally cause discontent and complaint, i. e., in poverty. J. J. Hill said apologetically of his boys, that "they had done fairly well considering their lack of advantages,"—he meant the advantage of being born poor.

Economic conditions are hard and unfair and make life too competitive—too much "dog eat dog" and it is only well hardened candidates that get to the top, and those are the ones who have the hard knocks early.

Of course, millions go down in the struggle before they get a fair start; such are the terms of modern life.

My success? I will never boast of it until I have done something tangible to make everyone successful. No one can be proud of a success that is built on the bent shoulders of his fellow man.

If you would be truly successful, dedicate yourself to the service of your brothers: don't

rest until you have sought out the cause of failure of others and helped to destroy it.

You may have great financial and commercial success by industry, honesty and good fortune, influenced largely by your early environment.

But with all this you will not be successful without an ideal.

And you will not be fully successful without that ideal possesses you—impels you to work for it.

And the ideal must be a practical one, and to be practical it must concern the economic welfare of mankind.

## INDUSTRY, SOBRIETY, AND INTEGRITY

BY WM. H. MURRAY, TISHOMINGO, OKLA.

*Congressman*

My success in the field of business, in politics, and as a leader of men is due to my steadfast purpose to be industrious and persistent; sober and honest; truthful and trustworthy—I have preferred to insult men rather than to deceive them. This has proven a liability among men who do not know me well, but an asset among those who do.

## STEADY WORK, TEMPERATE HABITS, A RELIGIOUS HOME LIFE

BY GEORGE C. WHIPPLE,  
HARVARD UNIVERSITY, MASS.  
*Engineer and Educator*

As I look back over thirty years of professional work as a sanitary engineer, as a teacher of sanitary engineering and as a counsellor in public health, I must admit that such success as I have attained seems largely fortuitous. I chose this field of work because I liked it. It took me out of doors. It led me into such different sciences as biology, chemistry, and engineering. I felt that it was bound to become a prominent factor in the life of the world and gave assurance of useful work and a good livelihood. The new science of bacteriology, the new arts of water purification and sewage treatment were developing at the time when I was graduated from the Massachusetts Institute of Technology (1889). I joined the ranks of those who were investigating them and worked enthusiastically as a pioneer in certain fields. The early results were not promising but eventually they led to promotion and new appointments. If I were to analyze the important elements which have

controlled my life's work, I should include interest in my studies, steady work, temperate habits, a happy home and a philosophy of life based on the Christian religion.

Seven years of rather obscure work on the microscopic organisms in drinking water in the Chestnut Hill Laboratory of the Boston Water Works led to a broader field in New York City as director of Mt. Prospect Laboratory which I constructed and for seven years operated. During this time the investigation for an additional water supply for New York was made and I was one of the department engineers. This culminated in the great Catskill Water System. I next entered partnership with the leading specialist in water purification and practised as a consulting engineer, our work taking us well over the United States and even to other lands. To my partner I am indebted for my success during this period. An instinct to teach caused me to accept an invitation to become the professor of sanitary engineering at Harvard—and there I am to-day. Although I still practice my profession at odd times and am connected with public health activities of my own city and state as well as the United States Public Health Service, my chief end in life is

to teach. Teaching is a man's job and the most rewardful work in the world.

Perhaps it is not fair to say that my various appointments have been altogether fortuitous, for I can see how one thing has led to another; but at least they have not been of my own seeking. I cannot measure my success by the positions I have held or by the accumulation of wealth, but only by the happiness which I have had in my work, by the satisfaction that some of the worst diseases of the world are being steadily eliminated by the work of sanitary engineers and by the opportunities that I have to help advance the science and the art of sanitation by research and writing. Sanitarians the world over have reason to be proud of what has been accomplished during the last quarter century in the great movement which is leading towards better health and longer life.

## DOING YOUR VERY BEST

BY WILLIAM J. LOCKE,  
HEMEL HAMPSTED, HERTS, ENG.

*Novelist*

What success I have achieved has been due, I think, to the fact that I never worked for it, but limited my outlook to the production of the best stuff I could.



## THE VALUE OF PATIENCE

BY CHARLES HANSON TOWNE,

NEW YORK CITY

*Journalist and Author*

The thing that has helped me most on the road to so-called success has been, not some positive talent, but the correction, after years of struggle, of one great fault. That fault has been impatience. I have learned how futile a thing impatience is; and I have all but rid myself of it.

If a young man is impatient, he will render too swift judgments. He will hurt himself through his passionate desire to arrive at a certain place before the proper time. He will dismiss people from his life before he has had a chance really to know and understand them. I have learned to like people whom I frankly detested on a first casual meeting. I was impatient that they did not reveal the best in them at once. I mistook their modesty for stupidity. Having seen my mistake once, it was easy to recognize it a second and third time. In one's zeal to get ahead, be patient. And, once ahead, be patient with others, and they will likely be patient with you.

## THE MAGIC OF LOYAL SERVICE

BY HAMLIN GARLAND, NEW YORK CITY

*Novelist and Dramatist*

The word which most needs speaking to young men, it seems to me, is one of advice concerning service. The morale of labor is in danger of breaking down. All about me I hear the mutter of men and women who no longer expect promotion on account of their loyal service but on account of some union, some outside force. Many seem to be working merely to draw their pay, not to win advancement by cheerful service. To such I would like to say that the idea of loyal service is not going out. In the future as in the past the man who gives his best and gives it smilingly will be the man who will gain not merely the good will of his employer but the respect and the friendship of his community.

My father worked fourteen hours per day for less than one dollar but he did it without complaint and his employer was glad to promote him. His fellow workmen in the shops and on the farms toiled hard but they looked to promotion, to self-employment later. The man who loitered on his job was despised.

The man who gave more than his contract called for was honored. The future of labor—no matter what the other changes may be—will be along these lines. Service must be loyal. It cannot, as a whole, be merely place-holding and salary-drawing, no matter whether profit sharing or shop stewardship is taken as the plan of industry. No arrangement of society can long endure where the slacker has the same rewards as the good workman.

In a word service to the state, to the community and to the employer will be demanded of the young man in the future as in the past, and the ambitious young man will give it with loyal confidence.

## PERSISTENT AND CONSTANT WORK

BY JUSTICE JAMES CLARK McREYNOLDS,  
WASHINGTON, D. C.  
*U. S. Supreme Court*

There is only one road to success—**WORK, MORNING, NOON AND NIGHT.** The man who is not willing to travel it, is simply doomed to failure. He may keep out of the poor house, but he will only see the top from afar.

## FIND A WAY OR MAKE ONE

BY REAR ADMIRAL ROBERT E. PEARY,  
WASHINGTON, D. C.

*Discoverer of North Pole*

The basic principles of my Arctic work were a quotation from Seneca. "Inveniat viam aut faciat," "Find a way or make one," an invariable rule to be prepared for every foreseeable contingency; and the firm belief that when a healthy man is free to devote all his energies, continuously to a certain object, he is bound to win.

NOT AFRAID OF THE DARK, DOING  
ONE'S BEST AND NOT WORRYING

BY WILLIAM H. ATWELL, DALLAS, TEX.

*Lawyer*

The man who KNOWS he can, ALWAYS DOES.

The man who associates closely, fearlessly, and truthfully with himself and who constantly keeps himself in order—his physical self, his mental self, his conscientious self and who is not afraid of the dark, is usually a fit companion for anyone else.

The man who lives every day so that it is unnecessary to worry about anything that has happened or may happen or about anything in which he is interested or about anything that he would have another become interested in, is the only sort of a man who can sleep well at night or who is entitled to the boundless respect of his fellowmen.

The man who can afford to refuse to worry is the man who has done his best and that best is really as much as any other man can do, because, every faculty, every physical attribute, every social asset has been brought to bear on the task at which he did his best and therefore it was as much or more than anyone else can do.

The man who recognizes that no rain lasts forever, that no drouth is endless, that no plague is deathless, that no sorrow will go through every hour of life, is the man who accepts afflictions or trouble or sorrow and stands up under it because he knows it will have an end.

The above principles have been a vast benefit to me through life and I cordially commend them in their various phases to every boy and every girl who is beginning or who is in the middle or who is about ending life's journey. Try them out in your own life.

## SHINE AND SUCCEED

BY RALPH PARLETTE, CHICAGO, ILL.

*Lecturer and Editor*

I believe success is for everybody, just as much for one as for another. Success is becoming what we are planned to be. Success is becoming naturalized. Everything in nature is successful. The blade of grass is just as successful as the giant oak. The bird is a success flying, the flower blossoming. If the bird should try to blossom or the flower try to fly, both would be unsuccessful and say, "Life is a failure!"

I believe we are Human Flashlights, each of us with a lot of batteries (we call talents) inside, and our job in life is to find them and shine them. We are "called," and it is the batteries calling within to shine. We cannot "choose a career," the career chooses us. We have to develop just what we are. **NOT GETTING, BUT BEING.**

I believe we have to develop all-around. To develop a battery or two alone is to become an unhappy freak. We have to develop all the batteries of faith, hope, love, service, with all our fitness batteries of law, art, mechanics, etc. We must never ask "What shall I do to get

rich?" but ask, "What shall I do to be happy?" If we cannot make a living at our "happy" work, we'll have to do other things along with it to sustain ourselves.

I believe there is only one test of success—how happy and harmonious we are. I believe each of us is an Aladdin, and as we rub the batteries of our being, wherever we work—in cabin or mansion, they shine out and enchant our world, with happiness. That is getting joy in our work, not in our pocket, but in our heart. I believe in abolishing work and turning it into play, this world into a playground. I believe there is no other answer to the industrial unrest to-day—but get each worker to shining, develop him all around and make him a MAN all-around. Give him new interests in life. Don't take him away from his job, but light him up in his job, by setting other batteries in him to shining.

## PERSISTENT INDUSTRY AND A DESIRE TO SERVE

BY U. S. SENATOR ROBERT L. OWEN,  
MUSKOGEE, OKLA.

Such success as I may have achieved is due to persistent industry, concentration and lively interest in men and things with which I came into contact, and a desire to serve.



DEVELOPED BY CONTACT WITH NATURE,  
A DEBATING SOCIETY,  
A GOOD FATHER

BY JAMES L. HUGHES, TORONTO, CAN.

*Educator*

I was born in a Canadian forest and, therefore, had two vital conditions of growth in childhood. (1) The centres of my moral powers were developed by contact with nature in its beauty, sublimity and majesty. (2) I had absolute freedom to make my own plans and achieve them, and thus developed the tendency to achieve my visions.

My father was my teacher in a village school. He had a reverent recognition of the rights of a child. I was never coerced in home or in school, so my intellectual growth was unchecked.

My most complete intellectual development resulted from the expression of my own thought orally and in writing. I organized a debating society with two other boys, when I was twelve. Nothing else develops human power so rapidly, so comprehensively, and so permanently as impromptu speaking. I began speaking in public when I was thirteen.

Two deaf mutes came to my father's school.

I taught them, and in doing so received my best training in applied psychology.

I left school at fifteen, and for four years worked my father's farm. During these years I wrote considerable prose and verse, and spoke once a week in public. After becoming a scholar and then a teacher in the Toronto Normal School I became superintendent of schools in Toronto at twenty-eight, and held that position forty years.

## FINDING ONE'S OWN WORK

BY O. P. AUSTIN, NEW YORK CITY

*Statistician*

My prescription for business success is hard work and plenty of it; in conjunction with this, select an occupation in some line of business or industry in which you feel an interest sufficiently great to justify you in long and persistent studies of its activities and possibilities and as your interest in it develops the studies will become a pleasure and enable you to devote long hours with a minimum of fatigue, and every day's accumulation of information about your line of work will add to your value and at the same time render your work a pleasure. This mastery will beget thoroughness and true success.

DOING ONE'S WORK WELL ALWAYS  
BRINGS RECOGNITION  
AND REWARD

BY FREDERICK BURR OPPER,  
NEW ROCHELLE, N. Y.

*Artist*

I will pass over the fact that it is an audacious thing for a man to assume that he is successful. I don't assume it in my own case. I only know that my efforts have met with fairly good fortune and that the world has treated me as well, I think, as I deserve, perhaps better. As a country boy I had to begin work pretty early;—not picture work, of course, but the tasks that usually fall to the lot of such a boy, sawing and piling wood, splitting kindling, making fires, shoveling snow, running errands, and a little later employment in a village store and then in a village printing office. It did not take me long to learn that about the pleasantest feeling one can have is the satisfaction of having finished a piece of work and having done it as well as one could. This bit of knowledge has helped me in all the after years.

Another good time in my life was when I realized that a man should be the master, not

the slave, of his work. He should know when to drop work long enough to give his mind and body change and relaxation. One other thing has benefited me and that is the conviction that the world is, on the whole, ready and willing to give us about what we are really entitled to, and if we don't get all we would like to get it is because we don't merit it. I don't believe there is any unrecognized talent or unappreciated genius. "There ain't no such animal."

## HARD WORK, INSATIABLE CURIOSITY AND LOVE OF NATURE

BY CHARLES REGINALD UNDERHILL,  
NEW HAVEN  
*Electrical Engineer*

As a boy I lived in the country, attended the district school, worked on the farm, and practiced telegraphy nights at the nearest railroad station; but was handicapped by deafness. My mother's assistance with my studies helped me to surmount this difficulty, and I acquired the habit of independent study. At the age of seventeen I obtained employment in the inspection department of a large manufacturer of telephone and telegraph apparatus in New York City. My weekly

wage increased from five to nine dollars during the first five years, and I had no other funds. I studied the details and uses of the instruments at the factory. I also studied at the Y. M. C. A. library, and exercised in the gymnasium. After five years my ability became recognized, and during the three years that followed I married and was in charge of the department. My wife assisted me in mathematics and grammar, and I owe much to correspondence schools.

During the following nineteen years I have built on this foundation. I have always aimed to be thorough and dependable. My experience has verified that "The hardest part of anything is the start"; "Nothing worth while is attainable without effort," and "keeping everlastingly at it brings success." A good mother and father, a good wife, fearlessness, promptness, an insatiable curiosity, originality, love of nature, simple living, a broad view combined with an intimate familiarity with the minutest details, a genuine regard for my fellowmen and plenty of hard work alternated with good, wholesome fun and exercise, all have contributed to what success I may claim.

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"The secret of success is in the man and not in the stuff he works on."—*Bradford Torrey.*

RELIABILITY, DOING THINGS  
WINSOMELY, AN ACTIVE  
CHRISTIAN

BY BISHOP WILLIAM ALFRED QUAYLE,  
ST. LOUIS

THESE THINGS have I found conducive to business success in my intercourse with successful men.

**1. INTEGRITY.** To be absolutely reliable, to have one's word good as one's bond, to have men feel that if the man promises a thing he will neither forget it nor fail to do it and do it right, to rest comfortably when anything is committed to his charge and having placed a matter in his hands for the doing, to be able to dismiss it from your mind and go on to other things.

**2.** To be obliging, not grudgingly, but winsomely, as if nothing were any trouble which would give pleasure to anybody, to have a gift of ready smiling and unassumed interest in the person met as if that person were really worth while, to do more than is required and that not gruffly nor grudgingly but hilariously and so to make it a sort of compulsion that anybody that that man does business with or encounters, will desire to go back to him.

Being comfortable with people is a rare gift and better than a thousand "pulls" of which weak men make so much.

3. CHRISTIANITY. I have found in many years that guarantee companies set great store on what a minister would say about the man to be assured. If he was a church member and attended his church with regularity, spent his sociable hours with the sociabilities of the church, was known as a Christian man, it had WEIGHT and great weight in commending him. To be sure church members go wrong but not MANY. It is a guarantee to business probity that a man professes to be a lover of Christ. Being in good company is not only good for a dog and keeps the pup out of bother but it is reliably wholesome for a man.

## INTENSE INTEREST, DOGGED PERSISTENCE

BY SENATOR JOHN SHARP WILLIAMS,  
BENTON, MISS.

First: Intense interest in what I was trying to do, so intense as to shut out, for the time being, everything else.

Second: Dogged persistence in every way not foreign to the path of honor.



IN THE PROFESSION BECAUSE A  
SERVANT OF JUSTICE IS IN THE  
SERVICE OF THE HELPLESS  
AND THE OPPRESSED

BY NATHAN WHITMAN LITTLEFIELD,  
PROVIDENCE, R. I.  
*Lawyer*

The heritage of a healthy and vigorous body through generations of virtuous and energetic men and women :

The inspiring traditions and examples of a line of New England ancestors stretching back to the cabin of the Mayflower and the Puritan settlement of Boston and vicinity.

Religious instruction beginning at my mother's knee and continued at home, where reading of the Scriptures and family prayers were never omitted, and in the Sunday school.

The ministrations of the church of which I became a member at an early age and a constant attendant and worker therein. The love of God's laws as revealed by the lawgivers, prophets and psalmists of Israel and the life and teachings of Christ and his apostles and also in the history of nations and the teachings of the great religious seers of all

times and races especially the poets of ancient Greece.

The love of learning inculcated by educated parents fostered by the common schools of Massachusetts and intensified by the teaching of Dr. Samuel H. Taylor, at Philips Academy, Andover, and the eminent professors of Dartmouth College. The fellowship of kindred spirits at school and college and the eager pursuit of knowledge and wisdom throughout life. The love of work acquired by the necessity for unremitting toil in early life in obtaining an education.

The study of law and the practice thereof not merely as a profession but as a servant of justice and civic righteousness and as a service to and defense of the helpless and oppressed.

The espousal of and labor in unpopular movements like the Anti-Saloon movement and other civic reforms.

A great desire to leave the world a little better, at least, for having lived in it.

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“Keep your heart up and you will do it.”—*Stevenson.*

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“Go on and make errors and fail, but get up again and go on.”—*Brackett.*

## HEREDITY—A FATHER AND MOTHER TO BE PROUD OF

BY HARVEY W. WILEY, WASHINGTON, D. C.

*Chemist*

The most important factor in what little "success" I have had in life is heredity. I had a father and mother of whom any boy might well be proud. They were poor in this world's goods, they were frontiersmen in what was then the far west. They came from the same state into Indiana that sent Lincoln there. Their life was a hard one, they battled with the forests and struggled for the markets, the Ohio River being the only outlet for their products. My paternal grandparents brought my father into Indiana in 1816, the year it became a state.

The farm on which I was born was not a large one, very hilly and difficult of culture. My father learned the plasterer's trade and through that avenue earned the greater part of the necessary money which we spent. Neither my father or mother had any of the advantages of schools. My mother's schooling was confined to six months and my father's to not over a year. They were both endowed with fine intellectual qualities so that they

became learned without the ordinary education.

I had few advantages of schooling as a boy. We were far from any schoolhouse, without good roads and separated from them by brooks which in times of flood were impassable. In 1863 I entered the preparatory school of Hanover College, which was five miles from the farm where I was born. I rented a room for fifty cents a week, had an old cook stove and a few chairs and a bed which I brought from home. I also brought all my own provisions from home and did my own cooking during my entire college career. This is how I had my first introduction to dietetics and foods, a subject which I have pursued all my life. I consider this environment of poverty as one of the factors which led me into a course of life where struggle and battle were to be distinguishing features.

At Hanover I had excellent training in chemistry and apparently attracted the attention of the professor of chemistry in the Medical College. He resigned his chair in the Medical college to become chemist of the Department of Agriculture. The day after I graduated I was chosen by the board of trustees to be his successor. I did not feel qualified for this position and accepted it on condition that

I might have a year's leave of absence. I went to Harvard University to take a special course in chemistry. I graduated from Harvard in June, 1873, and went back to the farm to spend the summer, and like Macawber "To wait for something to turn up." Something turned up, Purdue University was to be opened in the fall of 1874. I was elected as professor of chemistry. For several years I held the two positions, professor of chemistry at Purdue and in the Medical College at Indianapolis.

In 1883 I was called to a position in the Department of Agriculture which formerly was filled by Professor Brown of the Medical College, whose resignation to take this place led me into the chemical world. My career in the Department of Agriculture is well known and lasted for twenty-nine years. My principal work during this time was the promotion of the beet sugar industry in the United States and my work in connection with the adulteration and misbranding of foods, leading finally to the enactment of the Pure Food and Drugs Act.

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"It takes men with character to stay there after they get there."—*Shepard*.

STAYING AT IT AND NEVER  
LETTING UPBY STRICKLAND GILLILAN, BALTIMORE  
*Author and Lecturer*

The fifteen to twenty publications, standard magazines, trade publications and house organs—that look to me for a weekly or a monthly contribution of from a few hundred to several thousand “well-chosen” words, in prose or rhyme, do not realize perhaps that they are putting a premium on mule-headed stubbornness and a blind spot that falls forever upon the word “can’t.” There are many, many writers in this country who can write large and spacious rings around me, who produce almost nothing and get almost nothing for it, because they lack this eternal stick-to-it which has made me merely a healthy beginner at fifty years of age.

Likewise, the 200,000 or so individuals I speak to face to face annually, on the lecture platform in lyceum and chautauqua work and at public or private dinners, do not know that they are rewarding the same characteristic.

But each of the above paragraphs hints at the direct truth. Beyond a rather prodigious vocabulary and an ear for rhythm inherited

from and drilled into me by a most remarkable mother, I had no equipment for writing. And aside from a wholly inexhaustible stock of calf-like awkwardness (that I thought was a handicap until I found it came nearer being an asset) I had none of the makings of a public speaker. But I stayed at it. I never let up. I have not yet succeeded, but I have started. And before I finish I shall have succeeded. As the Irishman said in answer to the "Don't that beat hell?" query of his friend as the two witnessed a most impressive mass participated in by several thousands of kneeling people, "That's the intintion!"

## FIND YOUR JOB AND STICK TO IT

BY FRANK CRANE, NEW YORK CITY

*Journalist*

I think that about nine-tenths of all the success I have, whatever that may be, is due to luck. Of course, I have stayed on the job and done the best I could right along. I think that in the long run a man gets about what is coming to him. Perhaps the main point which I would emphasize is that a man should find out the thing he wants to do more than anything else and stick to it.



## CHARACTER THE LASTING ASSET, THE WISE ADVICE OF A FATHER

BY WILLIAM POTTER, PHILADELPHIA  
*Lawyer, President Jefferson Medical College,  
and Thos. Potter, Sons & Co.*

Nearing the last decade of a busy life, one is happy, as he advances to it, in the consciousness that character is the only lasting asset to have in one's spiritual safety box. We humans are so full of faults, and the lure of wealth, power and place from privilege so attractive and so difficult to resist, that only the constant thought of laying up treasures of character keeps one from being hopelessly enmeshed.

The advice given by my wise father to his sons has been to me a wonderful bridge of safety between being in the world and not of the world:

“Preserve your independence. Never offensively intrude your views on anyone, but always defend a principle, and never wear a financial, social or political collar. Remember that, wherever you live, you will know those who have much more of this world's goods than are in your possession, but never make a dollar that will disturb your sleep.

“Always cultivate those who are older than

yourself. Age loves youth, and is rich in experience.

“Never fail to impart words of praise whenever heard of others. Scandal travels fast, let kindness overtake it.”

I should advise everyone always to remember Cardinal Newman’s definition of a gentleman: One who differs even with his enemy in such a manner that he thus indicates he hopes some time he might be his friend.

I know in the long run that while this course may not bring so much of what the world calls fame, it will give at the end of life, something far better,—“the peace that passeth understanding.” My advice, therefore, to all young men is to remember the words of Abraham Lincoln: “Let us have faith that right makes might; and in that faith let us dare to do our duty as we understand it.”

## CHARACTER, INITIATIVE, AGGRESSIVENESS

BY HARRIS WEINSTOCK, SACRAMENTO  
*Merchant*

The ambition to cultivate in the highest degree the three objectives, character, initiative and aggressiveness, has had the greatest influence on my career. By “character” I mean, of

course, trustworthiness and the power to deserve the confidence and respect of one's fellows. By "initiative" I mean, to do things without being told to do them. By "aggressiveness" I mean the ability to overcome difficulties, obstacles and discouragements.

No young man can go far wrong who is filled with such an ambition and whose creed is to do the work of the hour, whatever that work may be, digging ditches or commanding an army, with all his might and all his heart and all his soul.

## APPRAISE YOURSELF JUSTLY, DON'T SIMPLY ENDEAVOR TO GET BY

BY FISKE WARREN, HARVARD, MASS.

*Paper Manufacturer*

How can I write about success from my personal stand-point, when I have not yet achieved any of my principal objects? I must, therefore, omit my biography, but may, perhaps usefully, give some hints, as it were by the roadside, for later travelers.

Beware of victories that do not meet with your own approval, for what is known as "getting by" is the reproach of the age, and there are subtle ways in which a man loses more than he apparently gains. If you employ others,

you certainly are concerned to avoid such victories for them, since such victories are at your expense. Then why not see that we are all of us employed by society, unless, either monopolists or as objects of charity, we are paid for being idle, otherwise, whence comes the money by which we live? In other words, we are at the same time employers and employees, and it is as bad for us to "get by" with our employers as it is for our employees to "get by" with us. The social structure deserves real service.

Be self-conscious in the proper sense, appraising yourself justly, and variously, according as you are related to different persons or groups, remembering that society consists of human variants, of which you are one, and that its value lies in their voluntary and intelligent coöperation.

## HABITS OF ECONOMY, THE DESIRE FOR SERVICE AND APPRECIATION

BY RICHARD HARWELL MALONE,  
DENVER, COL.  
*Merchant*

Whatever success I have attained is largely due to (1) influence of mother and sister in early life; (2) seeking practical knowledge in

every business or duty in hand—no work too humble, or too arduous; (3) habits of saving; (4) gratitude; (5) meriting, getting and retaining confidence of, and readiness in helping others; (6) interest in public institutions and affairs, especially in church work as a help to humanity and a better world.

Sickness prevented completion of college course and after months of convalescence I went to work in a cracker factory, simultaneously taking care of two cows and two horses and delivering goods, thereby gaining health and learning habits of industry and usefulness. When opportunity offered, or necessity required, I helped book-keeper, engineer, fireman, baker or porter, thereby acquiring practical and intimate knowledge of all branches of the business. On commencing work at the factory, my wages were \$7.50 per week, out of which I paid \$5.00 per week for room, board and washing, leaving a margin of \$2.50 per week. I walked to and from my work (three miles) to save car-fare. In the first two years, out of \$2.50 a week, or \$130.00 per year, I saved \$100.00. I worked at the factory five years, my salary never advancing higher than \$75.00 per month. I then borrowed \$5,600.00 from a widow and paid her 12% per annum for the remaining twenty-seven

years of her life in gratitude for her timely assistance in giving me a start.

I was president of the Denver Chamber of Commerce in 1902 and assisted in settling the greatest Building Trades labor strike Denver ever had. At the beginning of the strike, neither side had any confidence in me. At the final settlement both sides selected me as the third arbitrator, and I served as such for five years, without a single appeal from any of my decisions.

I believe, and take pleasure, in church work. One of the most satisfactory things I ever did was to start a Business Men's Bible Class in connection with one of the churches in Denver.

## SCHOLARLY PARENTS, A HELPFUL WIFE, CONSERVATION OF ENER- GIES, ENJOYMENT OF WORK

BY DAVID EUGENE SMITH,  
COLUMBIA UNIVERSITY,  
NEW YORK CITY  
*Professor of Mathematics*

Whatever success I have had seems due chiefly to three or four causes:

First: I had a good mother, one who loved learning. She died when I was twelve, but by

that time she had taught me more science than most boys learn in college. She gave me also a start in languages and made me appreciate scholarship.

Second: I had a good father who did as well as he could for my later education. It was possibly to my advantage that he lost most of his money when I was ready to go to college. After graduation I began the practice of law with my father. Then a door opened unexpectedly in the teaching profession, and similar doors continued to open thereafter. Fortunately I have never had to seek a place.

Third: I found two professors in college who were very unscientific teachers but who were excellent scholars. From them I got my start in such scholarship as I later developed. I never got much from the conventionally good teachers.

Fourth: I was very fortunate in securing a wife who gave me the ideal surroundings for work, and who encouraged me in collecting just the kind of library I dreamed of as a boy, and in going to various ends of the earth in travel.

Fifth: I was born with a physique that was not adapted to many vices, and I early made up my mind that I must not waste my energies if I was to succeed. Perhaps this de-



veloped a habit of work, of not wasting any time, and of always having something worth while on hand.

I have enjoyed all my work at all times. By conserving my energies and not allowing any undesirable excesses to hold me back, I have had fair health and have been able to do a great deal of writing, and, I hope and believe, I have helped others somewhat as others have helped me.

## BEGIN FOR EXPERIENCE, NOT FOR MONEY, ABILITY AND APPLICATION

BY GEORGE H. BARBOUR, DETROIT  
*President, Michigan Stove Co.*

**My** idea of a young man's success depends largely upon his willingness to start in at the bottom round of the ladder and work himself up. If he starts in with the idea that he has got to receive large salaries he will not make a success. The first salary I ever earned was fifty dollars a year and my board, but it was experience that I was after, even if it was in a country store, and I got it with only a little education mixed in. I took a position with the present company in 1872 with a salary of \$1,200. It was not salary that I considered.

It was to endeavor to make a success of business.

Young men are so differently constituted that some will make a success and some will not. The man who is the general manager of this institution at the present time started in as an office boy at seven dollars a week and he made a success. It all depends upon the young man himself. If he has ability and is given his chance there is no reason in the world why he should not succeed, if he will work on this basis. He wants to show his employer that he has the ability to work himself up if he will only apply himself and be interested in his work, honest, upright, and can be depended upon in any position in which he may be placed.

## A LONGING FOR BETTER THINGS, LEARNING THROUGH EXPERIENCE

BY GOVERNOR GEORGE W. P. HUNT,  
PHOENIX, ARIZONA

Reared in a country district of Missouri a few years after the close of the civil war, poverty was my lot until I was a grown man.

The things that stand out in my life and made me a man of action were ambition and a

longing for better things, and to take advantage of every opportunity to learn something.

When I ran away from home at eighteen I was so bashful and timid, that it was a great effort for me to ask a man for a job and for this reason many times I went hungry.

When I arrived in the then far western mining camp of Globe in 1881 with only a few dollars in my pocket, and then I had been for nearly three years tramping and hunting for work, I determined to stick to anything and stay with it. I started in as a waiter in a restaurant, worked nine years in this capacity, I worked for a while as a copper miner, then as a cowboy, and in 1890 as clerk in the store that finally became the Old Dominion Commercial Co.

In ten years by hard work I became the head. This business experience was and has been a wonderful help all through life. It gave me reliance, industry, acumen, and initiative. My bitter experience as a boy and man has always reminded me to be kind to those men who break away from home and come West. I have never forgotten my early poverty and hardship, so that whether a man be in overall or broadcloth he always gets the same glad hand of fellowship, as I endeavor to see the man behind the clothes.

## WORK

BY J. OGDEN ARMOUR, CHICAGO  
*Capitalist and Packer*

Work, if persistently applied—good and hard—from early morning until late at night, coupled with a sprinkling of good plain common sense, honesty, enthusiasm, and thrift, is the best formula for success for any young man to follow.

The most important of these is work, for nothing worth while has ever been accomplished without it and the more important the invention or the greater success of the man, the greater is the amount of work which has been necessary. The world is full of people who center around the halfway mark, receiving a halfway salary just because they are afraid to push themselves and are content to be traveling the lines of least resistance.

It was hard work, that resulted in the foundation of Armour and Company years ago, and it was my father, P. D. Armour, who worked. He worked from early morning until late at night and even continued this habit of working after he had achieved success. Work is a habit and is a good habit for young men to form. Thanks to my father's judgment I

started in the packing business at the bottom just after leaving college, and I learned that only by working hard could one advance and learn the packing business. He made sure that I got enough work in order to see whether or not I could stand up under it.

It was the best thing in the world for me and I realized it, not then, but some time afterwards. The fellow who sits around figuring how he can steal some of the boss's time not only is committing petty larceny, but is losing opportunities, as he might better be studying about the business to his advantage.

If you are in the packing business study it, not only the particular phase which you happen to be in, but the whole thing, for there is always room at the top of the ladder. It is the same with any business. A man who studies his opportunities and takes advantage of them, is not a man who is going to stay at the bottom. A man prepared will be chosen for advancement for it is the man who knows the firm's needs from A to Z, who succeeds.

Anybody can be a halfway man, but the one who rises above this class is the one who keeps everlastingly pushing.

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“Eat healthful, plain food—and just enough of it.”

THE CALL OF THE OUTDOOR LIFE,  
AND THE INFLUENCE OF A  
GREAT TEACHER

BY BARTON WARREN EVERMANN,  
SAN FRANCISCO, CAL.  
*Naturalist*

It is not easy for a modest man to write about the things or events which have influenced his life; which have made him what he is, or which, perchance, have kept him from being what he should have been; but let the apology go at that.

I had the extremely good fortune to be brought up on a large farm in the best part of Indiana.

On such a farm the woods, the fields and the streams were ever calling and beckoning to outdoor life. Such a life was mine in my boyhood days, with two very important results. The first was that I became accustomed and immune to all sorts of weather conditions, and grew up physically strong. The store of health and the power of resistance then acquired have remained to this day.

Another inestimable good that came from that outdoor life was that, as a child, I became interested in all things outdoors and inti-

mately acquainted with many kinds of animals and plants and the forces and phenomena of nature and their behavior through daily contact and observation. In this "school of the woods" I saw and examined and investigated the things themselves, but all the better on that account, for interest is what brings results. The boy examined the facts themselves and reached his own conclusions. The habit of making his own observations, examining the evidence for himself, and reaching his own conclusions became so fixed that the schools failed to shut his eyes, as they all too often succeed in doing, to things beyond the covers of the books.

While I learned a good deal about animals and plants and the like, it was probably no more than any other normal country boy knows; I had no thought of becoming a naturalist; nor had I any ambition beyond the farm. It so happened that, while yet in my teens, I began to teach in the country schools in the winter, going to school in the spring and fall, and helping on the farm during the summer. Meeting with some success, this naturally developed an ambition to become a high school principal or school superintendent. About this time occurred the most determinative event of my life. I met Dr.



David Starr Jordan. It was by the merest accident. In the spring and summer of 1877, my wife, Meadie Hawkins Evermann, was a student at Butler College and lived in the same house with Dr. and Mrs. Jordan, Dr. and Mrs. A. W. Brayton, and Mr. Charles H. Gilbert, all of whom were enthusiastic naturalists and, at that particular time, very active in collecting and studying the local flora and avi-fauna. Mrs. Evermann was a member of Dr. Jordan's class in botany, and became deeply interested, not only in botany, but also in birds. Under the direction of Doctors Brayton and Gilbert she learned to prepare bird skins. Through her enthusiasm I, too, became interested, especially in birds.

During the next year we together observed, collected and studied the birds in the vicinity of our home. By the next spring the inoculation was complete and we both decided to enter Butler University and major in Dr. Jordan's department. That we did, and from that day to this I have been most closely associated with Dr. Jordan in scientific work. It was Dr. Jordan, the great teacher and the great man of science, who has most influenced my life.

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“An ounce of loyalty is worth a pound of cleverness.”

“KEEP PACE WITH THE WORLD,  
SEEK HONEST CRITICISM, BE  
BRIEF UNTIL IT HURTS”

BY REGINALD WRIGHT KAUFFMAN,  
COLUMBIA, PA.

*Novelist and War Correspondent*

My measure of success has been due to hard work and good friends: the degree of my natural ability I leave it to my critics to determine.

Before I could read, my uncle, Col. Samuel Wright, taught me to love books and to respect them: he read to me Gibbon, Macauley, Froude, Shakespeare, Scott, Cooper, Dickens, Thackeray, Hardy and the French memoirists. My father, Andrew John Kauffman, taught that what was wrong in the world should be fought and that what was worth having could be had only by striving; he gave me an education at St. Paul's School, Concord, N. H., where the masters loved literature, and at Harvard where the daily and fortnightly themes brought facility and clarity that was later assisted by a newspaper-training of hard knocks, ruthless editing, close contact with raw life and an increased variety of interests.

My first novels I wrote, after twelve hours'

daily work on a newspaper, between midnight and four A. M.; my latest (1919) novel, "Victorious," I worked at for two years: so I believe the man with something to say will make time and take it. Now, though I attempt regularity and make allowance for exercise and recreation, I work ten hours a day, devoting four to actual writing.

My love of life, my interest in everything, everybody, every idea, was, I think, inherent; my study of character is cultivated. **There is nothing that does not interest me; I see no person about whom I am not curious.** I want to observe everything, understand everything and really know everybody—which desire I pursue regardless of its impossibility of accomplishment. Having determined how to write a book, I am left cold by subsequent criticisms of my method, but I try to learn from worthwhile criticisms of that method's success in the given instance. I hold that all established schools of fiction are right; but I believe in literary art and so have no concern for literary fashions.

My advice to the young man that wants to write is:

**Be sure you want to do this well: more than anything else in the world, and especially more than its wages. Then get a good education;**

study and love life and people—all sorts of people—cultivate a wide variety of interests; keep pace with the world and its news; travel, if possible, in America and abroad; read only good books, but read them unremittingly; eat the most wholesome food obtainable; keep regular hours, sleeping, or lying abed, for eight in every twenty-four; take exercise and recreation daily; write at merely moderate speed; be brief until it hurts, and afterwards; edit remorselessly, especially mistrusting what you most approve; rewrite, and rewrite and rewrite; avoid, as you would the plague, every literary fashion in both matter and manner; seek honest criticism, but don't let the cheap critics influence you; be a human being first and a literary man afterwards, never a writer only; on no account fear a fight; and, above all, play hard and work hard.

### QUALITY WORK, INITIATIVE, RE- FLECT YOUR PERSONALITY IN BUSINESS

BY W. L. CHERRY, CEDAR RAPIDS, IOWA  
*President, J. G. Cherry Company*

Success—business success in its broadest sense, is a goal within the reach of any young

man of average ability who has the determination to reach that goal.

Work, hard work, long hours of work I believe to be the basis of all success. One should start out with the determination to perform his task better than it was ever done before. No detail of the day's work should be overlooked.

Quality in work, like quality in merchandise, soon commands recognition. The man who possesses the force of character, the initiative to make his work stand out, and who is always ready for more, soon finds his responsibilities increasing. There are always places waiting for men of this type. Never, in the history of the world were the opportunities so great as at the present time.

As the man advances and his personality begins to be reflected in the policy of the business in which he is a vital force, the same principles which have guided him in his personal work, should be carried out in all the ramifications of business.

If he be a manufacturer, he must strive to build of a quality absolutely the best and he must give service down to the last detail. He must establish a solid reputation for fair dealing. Fair dealing with those to whom he sells,

with those from whom he buys, and above all he must be fair with his employes, for without this it is impossible to develop the spirit of thorough coöperation which is an absolute essential to the success of any business.

## A GOOD MOTHER, RELIGIOUS FAITH, CONSCIENTIOUS EFFORT

BY A. J. LAMAR, NASHVILLE

*Clergyman and Publisher*

Such success as I have been enabled to achieve in life, so far as we can trace causes, I attribute to three sources:

1. **A Christian mother**, from whom I imbibed true ideals of life as service to God and my fellowmen.

2. **A firm belief in the providence of God**, minute and special, in all my life, secular as well as sacred.

3. **An honest effort to do my best at any task** whether large or small, which devolved upon me, with conscientious attention to details and with no consideration of reward, except that of the consciousness of duty faithfully performed.

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“The art of pleasing is the art of rising in the world.”

## KNOW WHAT YOU WANT, HAVE A BIG DESIRE, TAKE STOCK OF YOUR EQUIPMENT

BY HERBERT JOHNSON, PHILADELPHIA, PA.

*Cartoonist*

“Success and how to get it” is the oldest problem there is. The first creeping or swimming thing that emerged from primordial chaos found old High Cost of Living waiting with a club. Mr. Original Atom had to know what he wanted and worked over-time to get it. That he succeeded is evidenced by the comparative prosperity of us, his descendants, though we are still wrestling with the same old problem.

All the libraries of literature on the subject can be boiled down to a paragraph of common sense, so common that it is trite, but eternally true, nevertheless. Such condensation might read something like this:

Know what you want. Look ahead and decide what your position shall be ten years hence. Take stock of your equipment and limitations. Work day and night to mould yourself to fit and fill that ten-years-hence job.

Most so-called failures are not so because of lack of ability, opportunity or training, so much as through lack of a big desire and a



willingness to pay the price of its attainment. One may desire to become a great lawyer, but, if he spends three hours a day trying to be also a passable Kelly-pool player, he isn't paying the price of success at the law.

Personally, I started with all the standard limitations and, for equipment, a certain aptitude for drawing, some sense of the ludicrous, and a number of big desires. I had a habit of looking ahead and I worked all the time.

The big desires finally centered in one—to be cartoonist for a national magazine, *The Saturday Evening Post* preferred. This in mind, I cut down my daily newspaper work to four days a week, then to three days, devoting the balance of the time to mastering magazine technique and doing magazine stuff. A year or two later the opportunity came. I wasn't quite ready for it technically, but I grabbed it and for seven years I have been trying to fit myself to fill it.

## FAITHFULNESS, ENERGY, CHARACTER

BY B. A. ECKHART, CHICAGO, ILL.

*Manufacturer*

At the age of 19, shortly after I graduated from college, I sought employment with a

large milling firm in Milwaukee. I was offered a minor position which I was glad to accept.

My occupation was weighing wheat. I applied myself to the task with all the energy that I possessed. Whenever it was necessary, which frequently happened, to stay at the mill after closing hours to weigh the wheat which came to the mill up to eight o'clock at night I was always glad to be there to weigh and take it in.

At the end of three months I was promoted from weighing wheat to the City Sales Department at an increased salary. In the course of about one year I was again promoted with increased pay and was sent to some of the eastern states as a salesman. I was instructed to first go to Portland, Maine.

I arrived there one evening in June. The following morning my anxiety to begin work led me to appear at the office of the first customer upon whom I was to call, about one hour before the store opened for the day. I waited until the doors were opened and succeeded in interesting the buyer in purchasing a large lot of flour. This acted as a spur and an encouragement.

I followed the instruction of the home office and proceeded to canvass the territory. I

had been away for about seven or eight weeks, but had not finished canvassing all of the territory when one day I received a telegram from the mill office calling me home. The request was a great surprise and I feared that I had not been successful and proceeded home with fear and trembling. I had, however, exceeded the expectation of my employer, for when I returned I was informed that I had sold all of the mill's products for several weeks ahead, and I was to have a vacation for a few weeks, and also my salary would again be increased.

During my employment I never asked for an increase in salary or for shorter hours; was always happy in achieving results; was never required to be urged and always fearful that I was not doing enough.

Naturally at the end of four or five years I was able to start in on my own account and then laid the foundation for the present extensive business of our milling company and engaged in other enterprises which have been successfully carried on.

In all the public official positions that I have held during the last thirty years, it has been my constant aim to assiduously apply myself to the performance of my official duties efficiently and honestly, accomplishing the best results in the

interest of the majority of the people, that I had the honor to serve.

INDOMITABLE WILL, SELF-CONTROL,  
STUDY MEN, LOVE YOUR WORK,  
DON'T BE A PARROT

BY GOV. A. O. EBERHART, MINNEAPOLIS

Like others who have been compelled to depend upon their own resources for success, I attribute my advancement to an indomitable will and determination to succeed.

The salient points in my career are:

**First: Learn to know and control yourself.** No one is worthy of leadership who does not know his own capabilities, who lacks confidence in himself and cannot exercise complete self-control.

**Second: Study the other fellow.** You cannot successfully deal with him until you can see the situation from his standpoint. Make the best bargain you can, consistent with merit, and when you have made it, live up to it unflinching. Make your word as good as a bond.

**Third: Learn to enjoy your work** and you will work much harder and never suffer from overwork. Remember hard work never killed

anyone unless it was combined with worry and intemperate living.

**Fourth: Be courteous, kind and considerate;** it costs nothing, but constitutes the most valuable investment.

**Fifth: Finally, be yourself.** Profit by the experience of others, but do not parrot-like imitate them. Develop yourself, demonstrate that you stand for something worth while and the world will be compelled to recognize your leadership.

## YOU'VE GOT TO HAVE IT IN YOU— WHAT IS "IT?"

BY WILLIAM H. DANFORTH, ST. LOUIS  
*President, Ralston Purina Company*

In order to fill a big position you must have certain qualifications. You must be physically fit, mentally fit, morally fit and socially fit and then you must pay the price in study, preparation and hard work.

To be physically fit you must have a good digestion and take sufficient exercise. A heavy stomach and a clear brain do not go together.

To be mentally fit you must train your mind to concentrate, to be absolutely thorough and to develop sound judgment, by weighing mat-

ters carefully before making any decision.

To hold the respect of others you must be able to respect your own inner life. A clean mind and pure heart are real business assets.

To be socially fit you must by fairmindedness, unselfishness, thoughtfulness and optimism draw people to you.

Business success is not a sprint but a Marathon. Success comes from hard, well-directed work, year in and year out, supplemented by physical, mental and moral development that makes you a bigger man as each year rolls by. Men usually get what they go after if they are willing to pay the price.

### EXAMPLE OF PARENTS, CONSCIENTIOUSNESS, ELEVATED COMPANIONSHIPS

BY THOMAS W. WRENNE, NASHVILLE  
*Bank President*

Reviewing in retrospect my life of happy childhood, playful yet busy boyhood and school days, and business life, I give absolute credit for whatever success I have attained and whatever good I may have accomplished along the lines of my life's work, to the principles of religion, of justice, charity, integrity, industry, courage and steadfastness of purpose,

inculcated and taught me by my mother and impressed upon me also by my father, both possessing these predominating characteristics.

From boyhood to the present I have endeavored to adhere with firmness to whatever I conceived right and best in life's work, thought and action, not only as affecting me individually, but in the broadest and best sense for the welfare of all people concerned.

The foundation of this line of action and thought based on these principles has been maintained and strengthened by cultivating and holding high above all other considerations self-respect, for without that we cannot be true to ourselves and it follows that we therefore cannot be true to others. It is worth while to say that by wide reading, covering the broadest lines of information and knowledge and particularly the history of people, biographic and otherwise, especially of the great leaders of men in all ages who have stood for the best in the affairs of the world, I have endeavored to absorb their lessons, and to profit by their experience.

I have enjoyed the acquaintance and companionship of cultivated people and those that are best in every line of endeavor and

particularly those whose main purposes in life are to better the lives of their fellow beings.

Concerning business success, I always consider any and every proposition conscientiously so as to determine my plan of action, and that it should be based upon the principles of fair dealing.

### UNSELFISH SERVICE, NOT MONEY- MAKING THE CHIEF AIM

BY JOHN GRIBBEL, PHILADELPHIA  
*Financier and Manufacturer*

Of all the words we use, none, in my judgment, is so burdened with wrong definitions as this word "success." After forty years of varied experience in business life one doesn't define SUCCESS as he would have defined it at the beginning.

The most successful men I have known have been those who have helped most men and women to better living and higher things. The most unsuccessful men I have known have been those who regarded wealth as the object of all endeavor. I have never known one of these, who, having succeeded in his ambition, was not a disappointed man. The richest men—so called—I have known have been those most burdened with poverty; while I have known



so called poor men who have been so successful that I have broken the tenth commandment over them.

Whatever success may have come to me has been because I was born in a Christian household where the atmosphere was one of unselfishness, and the church in which I grew up was the social center of the community in which I lived, wherein my associations were centered.

It is a great privilege to have had such a heritage, but there is a greater thing yet; that is to have had no such heritage and in spite of the lack to have become a Christian man or woman, making the world a better place for folks to live in. There is no success that does not encompass that.

## PURSUIT OF RACE BETTERMENT AND PRACTICING PRINCIPLES OF THE SIMPLE LIFE

BY J. HARVEY KELLOGG,

BATTLE CREEK, MICH.

*Physician and Superintendent*

When a young man I became convinced that the true way to attain real success in life was to attach one's self to some great new truth coming into the world and work for it with all

one's might; in other words, to espouse the cause of some reform and devote one's life and energy unreservedly and unstintedly to its promotion. When a boy of fourteen, through reading the work of Cuvier and of other naturalists and some "progressive writers" I became possessed of the idea that there was a natural and biologic way of living for human beings as well as for other members of the animal kingdom and that this natural way of life had been widely departed from and that the results of this deviation from the normal mode of life was shown in a deterioration of the human race which was likely to continue to increase and might ultimately end in race extinction. My desire to find the biologic way of life led me to study physiology and hygiene very earnestly and enthusiastically and ultimately to take a medical course as the best means of enlarging my opportunities for gaining information.

Whatever success I have attained in my life work is entirely due to a continuous and earnest pursuit of the idea of race betterment through the study of nature and the practice of the principles of the natural or simple life.

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"All men cannot be the best, but every man can be His best."

A HEROIC MOTHER, LEARNING  
DEMOCRACY FROM THE PUB-  
LIC SCHOOLS, STEADY  
APPLICATION

BY BURRIS JENKINS, KANSAS CITY, MO.

*Publisher*

First of all, I was born neither too rich nor too poor. My father had amassed enough to make it possible for his widow and children to live fairly comfortably and for the latter to be able to go to school. Perhaps it is a handicap to have lost a father at nine years of age. **My heroic mother was mother and father both to her children, and her influence, her courage and her good cheer have contributed much to her children's lives.**

The public school system of our comparatively new western country also calls for an expression of gratitude from us who profited by it. It was thoroughly democratic and so were its teachers. Therefore, we drank early of this life-giving spring of democracy. I consider that a man must have this ingrained into his nature who is to be in the spirit of the times in this country now and in the immediate future.

An additional element which has been laid

under heavy contribution by me is the exceptional educational advantages offered by our great eastern universities,—Yale and Harvard—both of which, thanks to my father, I was able to attend without working my passage. I felt the need of utilizing these advantages to the fullest and tried to stand at the top in my classes. I have a well founded belief that what a man is in college, that he will be in the big world outside. I have rarely seen exceptions to it. If I had not had this advanced college training, I have serious doubts whether I should ever have taken any position of leadership at all in our western life. Of course, I do not know; but I cannot express too strongly my indebtedness to these great institutions of learning.

Aside from these elements it has just simply been a matter of steady application, hard and rapid work, often against obstacles which have been valuable in whetting one's brains and toughening one's fibre. Any lad of medium ability who will thus take advantage of all the opportunities our great country and our civilization afford, and utilize them to the utmost, can become a valuable member of society and what we call a success in the world.

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“Enjoy innocent amusements.”

## LOVE, WORK, INTEREST, COURAGE

BY GOV. CHASE S. OSBORN,  
SAULT STE. MARIE, MICH.

“Nephew, where does the trail of life you are on lead to? Every man’s life is a trail; it is as long as he lives. There are many blind bypaths leading off. Some of them go nowhere; others lead to quagmires and precipices. The chart of the trail is the Bible; the lights on the way are Christian efforts. If you get off the trail go back to the last point you were certain of and start again. Don’t be afraid to back up when you are wrong and don’t be afraid to go ahead when you are right. Carry your own load and help those who are not as strong as you are to bear their burdens. Show your colors. If you are not with a church you are against it, or worse yet, an agnostic, living in the twilight zone of individual cowardice. The average trail is three-score and ten years long. Yours and every man’s will land him safe if he uses his conscience as a guide and his better desires as a staff. Where are you going to fetch up at seventy? Read ‘Pilgrim’s Progress’.”

This advice, given me as a boy by my uncle, William Osborn, has probably had as much to

do as any one thing with whatever success I have been able to attain in life.

As the very first element in success I would place continuous industry; and then one must love his work, and if he loves it he will be interested in it.

Life is further expanded by the love of everything, beginning with God and continuing down through the manifestations of creation. One may have naturally a temperament that will make him thrill at the sight of the stars, the majesty of the mountains, the boundless sea, the illimitable spaces of the universe: and if he has not that equipment naturally, he can acquire it, and the way to do that is to begin with love for the Creator. It is easy then to find a charm in all things.

I have had much satisfaction in trying to pay my debt to society. The individual unit can never pay to society what he owes, because the multitude gives so much to the individual; but if all of the individuals give, then there is an equilibrium that makes for a wholesome social structure.

One should remember that he cannot have without giving.

If I were to condense into a few words the rules for success I would set down these: **Love, Work, Interest, Courage.**

## A MOTHER'S INFLUENCE, RIGHT PRINCIPLES OF INDUSTRY

BY FREDERICK W. KELLOGG,  
SAN FRANCISCO, CAL.  
*Newspaper Publisher*

The most animating thing in my life as a boy was the influence of my mother, who was a devout Christian and a college graduate. She had all the advantages of a good education and a Christian training, but did not have a fair share of the world's goods. She was the mother of a large family, five boys and two girls. She did all her own work in house-keeping, but nevertheless found time to inspire all of her children with the correct principles of living.

Early in life, I was fortunate enough to be compelled to help support our family, and my mother made me appreciate the advantages of industry and education. I earned my own living from the time I was 12 years until I was 17 years old by selling newspapers in the town of Norwalk, O., where I was born. When I was 17, I was offered a position by the Cleveland Press on account of my having handled the agency of that paper in Norwalk in a satisfactory manner.

I took my examinations for Cornell and intended to supplement my high school education with a college course, but I found the newspaper work so interesting that I did not go to college.

As a young man I was fortunate in having as an employer Mr. John S. Sweeney, business manager of the Cleveland Press, who took an active interest in me, inspiring me to greater business effort along the right line. I was very fortunate in having the right principles regarding the dignity of labor drilled into me in the early years of my life. Both my mother and Mr. Sweeney helped me very greatly, and I regard them as the two greatest personal influences in my life.

## THE WILL TO SUCCEED AND THE DESIRE TO SERVE

BY U. S. SENATOR JOHN L. McLAURIN,  
BENNETTSVILLE, S. C.

I consider the **WILL** to succeed more than half the battle.

I began the practice of law at the age of 22 in a small country town more than 14 miles from a railroad and I do not think that I had much advantage either physically or intellectually over other men who were my com-



petitors, unless it was in energy and a firm belief in my power to do anything that I made up my mind to do. I sometimes think that I made a mistake not to have stuck to my professional and business life. Certainly this is true if the standard of success be measured by material gains. I think if the energy and will power which I put into politics had been devoted to business that I would have been a very wealthy man, but I have never viewed life from that standpoint. The idea of service to others has ever been with me, though at times I have forgotten the ideal through love of self. While engaged in public affairs I have laid up a competency for my old age and performed my duty in providing for my wife and children.

After serving as a member of the legislature, as Attorney General, member of the Congress, and United States Senator, I went to work to make money to take care of my family; in this I have been fairly successful. In the endeavor, however, my attention was called to the wasteful and foolish method of marketing the cotton crop. In 1905 at a cotton convention in New Orleans I began the agitation for a State warehouse and marketing system. In 1914 I was elected to the State senate for the express purpose of securing the

passage of a State warehouse law. I succeeded and was elected State Warehouse Commissioner of South Carolina. After I got the system into operation, I resigned and returned to my personal business affairs. I am nearly 60 years old and as I look back I am not satisfied with what I have accomplished, because it falls so far below what I aimed to accomplish. If I had stuck closer to my ideals for unselfish service I would have done much more and have fewer regrets. I also believe that I would not have suffered in personal fortunes. What I lacked was the faith in God, which has only come through hard knocks and unsatisfied ambition.

### GOOD HEALTH, STEADY MIND, STURDY PURPOSE

BY PRESIDENT S. P. BROOKS, WACO, TEX.  
*Baylor University*

Young Brooks grew up in a Texas rural environment without much schooling, till he was twenty-two years old. Conditions required him to work out for wages, to get cash to help his sick father. This of course appeared to stop all plans for an education. He had, however, the encouragement of his father

and the memory of a cultured Christian mother to spur him on.

During his early life his parents at great sacrifice kept the home supplied with good books and newspapers, read at night by the light of coal oil lamps whose oil cost at the time one dollar per gallon.

The road for this young man was up-hill. It was hard. Poverty hinders much, but can be overcome and was overcome in this case.

From the age of 14 to 22 he was a stranger to school. On entering one as a student far in the country, the girls laughed at the big fellow in common fractions and beginner's English grammar. After being in school for a time he was converted and joined the church.

In 1887 he entered the last year of the Academy of Baylor University. He continued in the school till he received his A.B. degree. His appetite for knowledge was so quickened that he borrowed money and went to Yale University where he received his A.B. degree in 1894.

In 1902, while doing graduate work in Yale University he was invited to take the Presidency of Baylor University. This he accepted, receiving the master's degree from Yale, cutting short his work for the doctorate as was planned.

President Brooks is a busy man. He is a member of many organizations. Travels widely each year making addresses on education, government and public problems.

He often says that anybody of good health, steady mind and sturdy purpose can be of use to the world in spheres where honor or wealth are found.

## A HABIT FOR WORK, PROPELLING IMPULSE TO GET SOMEWHERE

BY JUDGE WILLIAM W. MORROW,  
SAN FRANCISCO  
*U. S. Court of Appeals*

I had so many advantages in my youth that now, looking back over my life of seventy-five years, I am amazed that I failed to achieve conspicuous success.

I was born on a farm in Indiana, and while an infant my parents moved to Illinois and settled on a quarter section of public land. They had slender means. My earliest recollections are connected with their struggle against adverse conditions in the new country. When I was old enough to work, I did my part as best I could and contracted a habit for work which has clung to me all my life.

The country school house was a diversion. Study and attention to books were inviting.

On Sunday the church called us to receive appropriate moral instructions. We were at one time in the ministerial circuit of the Reverend Peter Cartwright, the celebrated Methodist minister whose meetings we attended when he came into our neighborhood. He was a unique personality.

My father died when I was nine years of age, leaving me to make my way in the world with such moral instructions as he and my mother gave me.

In addition to the advantages mentioned, we had political discussions of a high order. Lincoln and Douglas and orators of their character gave us something to think about in matters political. I heard the great Lincoln-Douglas debate in Quincy, Illinois, in 1858, and became a republican.

I learned a trade, and afterwards taught school, acquiring valuable knowledge in both occupations; studied law and was admitted to the bar. The remainder of my life has been common-place, simply a continuation of the early habit of hard work.

The propelling impulse has always been to get somewhere, and to constantly improve myself.

DOING THINGS FOR THE LOVE OF  
THEM, THE INSPIRATION OF  
LOUIS AGASSIZ: A BELIEF  
IN THE IDEAL OF JUSTICE

BY DAVID STARR JORDAN,  
STANFORD UNIVERSITY, CAL.  
*Chancellor*

I have been for half a century a very busy man, living meanwhile three independent lives. First, and for the love of it, that of a naturalist and explorer, conducting researches on animals and plants. Second, as a teacher, also for the love of it, and to earn a livelihood, and for thirty-two years (from a sense of duty) a university administrator. Third, for conscience sake, a life-long worker for co-operation among men—and nations.

These three lives, however distinct apparently, had the same root. My field experience as a naturalist led others to believe in my effectiveness as an administrator. My public service on joint high commissions concerning fur seals and fisheries, and my work as teacher in the class-room opened the door to becoming a world-teacher as writer, lecturer and agitator for democracy and peace.

For the work of a naturalist, I had the fit-

ness of physical strength and endurance, absolute sobriety, a never-failing memory, and a touch of genius in the recognition of relations of forms and environments. I had also the personal inspiration of a man great alike as a naturalist and teacher, Louis Agassiz.

As a university administrator, I had three useful gifts: ability to size up men, to inspire students and to use money justly.

For the rest, I have extended my official work to studies in the field of social life and world-politics. In these fields, I have endeavored to stand for freedom and democracy. I believe that justice is the final aim of democracy, and that the ideal of justice is a condition in which every child born should be free to make the most possible out of life.

If I were to live my life again, I should choose to fall into the same grooves—to be again naturalist, teacher and exhorter to public righteousness.

## ORIGINALITY AND A DESIRE TO EXCEL IN EVERY UNDER- TAKING

BY HENRY MCCOY NORRIS, CINCINNATI  
*Mechanical Engineer*

Such success as I have attained in life is due to a desire to excel in every undertaking. The

only way to gratify an ambition of this magnitude is work, work, work. Chief of the requisites of leadership is knowledge. No practical or professional man is as well equipped as he who is both. But even though one does serve an apprenticeship and go through college, success is far from assured. Some of our most competent men have failed through lack of vision, initiative, personality, culture, straightforwardness or diplomacy. Other essential characteristics are: power of observation, ability to analyze or differentiate expediencies, inventiveness and persistency of purpose.

Most people are influenced by that which has been done before. This is not conducive to originality. I observed that no radical drilling machine possessed more than eight speeds. An analysis of conditions convinced me that a minimum of sixteen should be furnished. And so it was with the feeds, reverse, depth gauge, section of arm, etc. Every feature proved crude under close scrutiny.

Having informed myself of what would be desirable in a radial drill, I banished all existing designs from mind and tackled the problem as if it were virgin soil. This entailed months of intense application but the result justified the effort. It not only placed



our company foremost in this line of manufacture but led to the reconstruction of all other types of machine tools.

Success is as elusive as happiness. He who aspires to either should study the proverbs.

## QUALITY WORK, ECONOMY

BY B. H. KROGER, CINCINNATI  
*Kroger Grocery and Baking Company*

I would say that the one thing that stands out most prominently to me, leading to the success of our business, was caused by the fact that, as a boy, when selling groceries from a wagon, the firm I worked for were careless as to the quality of their goods. Complaints to the owner not improving the quality, and seeing the store lose customers because of this quality, faster than new ones could be brought into the store by my efforts, caused me to make up my mind that QUALITY would be the main factor, if ever I had a business of my own, giving the most of my attention to coffee quality, on which we had the most complaints in that store.

Hard work from early morning, getting the farmer's and truck gardener's business at four o'clock, gave me a big business before the

other stores were opened up, and every order being put up for delivery at night before closing, even if it were midnight, gave me a chance for a fresh start every morning.

In my first store I soon realized the big range in price from producer to consumer, and seeing the advantage of selling a large volume at small profits in bringing new consumers to my store, convinced me of the double advantage caused by buying from the producer and source of supply. Hard work to secure each single item in the big grocery line on this basis, required years of continuous effort, until to-day nearly everything sold in the Kroger stores is bought from first hand.

The result is that starting with a capital of less than four hundred dollars, our sales this year will run to thirty-two millions of dollars.

The opportunities to-day are not alone just as great, but easier, because of the increased wages that are paid, making it possible for greater saving. It took me eight years to save \$370.00 and any careful man these times, can save that much in one year.

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“If you say you deserve success—prove it.”

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“Make yourself necessary to the world and it will give you bread.”—*Emerson*.

PERSISTENT HARD WORK AND  
OVERCOMING OBSTACLES  
BRING VICTORY

BY ROBERT BRUCE MANTELL,  
NEW YORK CITY  
*Actor*

Work, hard, persistent, nerve-racking—work against odds discouraging, often overwhelming—work, with no thought of hours, no fear of giving more than was paid for—it is by work and by the keeping of a stiff upper lip that I have attained to the degree of success accorded me in the stage world.

Born without a silver spoon, and into a family that held the theatre little short of an abomination, I was thrown from the start on my own resources. A night school of education, through which I got engagements as a public reader, and an amateur dramatic club in Belfast, where I picked up a little stage training, opened the way to a small engagement in a professional stock company. There I was fortunate enough to find a kindly, painstaking tutor in the person of the stage manager, who corrected the more glaring of my mistakes.

Being the accidental possessor of a type of

physical make-up thought suitable for the supplementing to advantage the appearance of a touring actress-manager in the provinces of England, she engaged me as her leading man. It was while playing with her in Liverpool that Mme. Modjeska's manager happened into the theatre. He thought me suitable for minor parts in support of his star, and engaged me for her American tour.

I had lost, by this time, a part of my amateurishness, and gained some little reputation as a romantic actor. After a series of engagements I was finally chosen by Fanny Davenport as leading man in her forthcoming American production of "Fedora." The sensation created by "Fedora" and Miss Davenport is stage history. Some of the glory necessarily shone on me as leading man, and the notoriety that went with it led to my being a star in my own right.

Things were moving swimmingly along, when, through an unfortunate lawsuit, I was barred for a period of ten years from playing in New York, the center of American theatricals. For awhile I toured in the romantic plays in which I had gained some New York reputation, but these wore out, and, in order to get plays so established as to be known in the "provinces," I turned more and more to

Shakespeare, one or two of whose dramas were already in my repertoire.

The decade of exile developed into a period of perhaps the hardest struggle ever an actor had in America. Poverty, and at times even starvation, confronted me. It was only by the hardest work and by exerting to the utmost every talent I possessed that I kept going. The hard struggle probably developed everything there was in me.

When the legal ban was lifted and I was permitted again to go into New York, I was ready for Broadway. The kindness of the theatre-going public since then has repaid me for the struggle.

## FAITH IN GOD AND SELF, AND KEEPING GOOD COMPANY

BY EDWARD DRAKE ROE, JR., SYRACUSE  
*Mathematician*

Any success which I may have attained is, I am convinced, due, among others, to the following reasons: 1. Faith in God and His Providence. 2. Faith in myself. 3. A conviction of the freedom of the human will, and that everything of high value, accomplished in this world, is done by the human will assisted by Divine power. Likewise every human act

that is destructive of high value is done by the human will assisted by diabolical powers; but in the end the evil effects of such acts are overruled by Divine Providence. If we are rationally aiming to contribute to the high value, we can do almost anything we will to do. 4. "Keeping everlastingly at it."

5. I never had "a pull," and I have never pulled any one else down in order to advance myself. I have never "worked politics" or "pulled wires" or "schemed" in order to advance myself to any position or to secure the honor of election to any learned society. Of course as indicated in 4, I have not "laid down and done nothing," but have kept busy "sawing wood."

6. I have tried to improve to the full the opportunities that have come to me.

7. I have chosen the company with whom I would associate and live, among men, such as John Wesley, Milton, Kant, Fichte, Gordan, Poincare and other great mathematicians, astronomers, and philosophers, and all my academic teachers, all of whom have so held me that I have had no time to waste on valueless literature or trifling things.

8. The self denial and sacrifices made by my father's family and my own, in order that

I might have opportunities for education and further study.

9. I have had to practice extreme self denial both as student and professor for financial reasons. In other words, others and I have had to pay the price for the privilege of working for high values and high ideals. The greater the value of anything, the more it costs to obtain it, and the more it is worth when obtained.

## BELIEF IN A PROVIDENCE THAT SHAPES ENDS AND DO YOUR OWN HEWING

BY J. V. PATERSON, SEATTLE  
*Shipbuilder*

I believe that each of us is a special case and that nobody is really successful, in the true meaning of the word as you use it, for nobody accomplishes the object which he makes the motive of his life. We may reach a state of prosperity and acquiesce; and a state of prosperity might have been our ultimate object in life; but, surely, nobody could fairly say that the said state of prosperity had been planned and accomplished by him consciously directing each step towards it; and yet, without a just claim to authorship of plan and to

purposive direction of each step to its execution, no claim to success could be made; and the salient points of the life would be only the most memorable of a long series of events constituting the life-story but affording no sound reason whatever for presenting them as examples to young men of purposive actions which brought success.

If a young man believed that "there is a Providence that shapes our ends rough hew them as we may" and if he did his own hewing according to "the best that is known and thought in the world" he might be assured of one thing, at least, this—that he would at last succeed to a state of soul, the final word on success, thus described:

"No fears to beat away,  
No strife to heal,  
The past unsighed for  
And the future sure."

## A MOTHER'S PRECEPTS, HARD WORK AND COMMON SENSE

BY JOHN FRANCIS ANDERSON,  
SAN DIEGO, CAL.  
*Bridge Builder*

If my active life can be called a success then my mother is entitled to the largest share of



**the credit.** When my father died she was left in poverty with four children and that occurred six months after I was born.

When I was ten years old she told me I had to go and look for work. "I have no means," she said, "to do anything for you that will assist you in making a start such as you have a right to expect. But I will give you good advice and if you follow it and your health remains good your chance is equal to others of your class.

"First of all be honest, be truthful, and diligent if you wish to gain the confidence of people. Good people will not associate with anyone that is not reliable."

I studied the English language in the evenings by copying articles from the newspapers on a blank sheet of paper with a lead pencil, and copying pictures from magazines in order to learn to convey my ideas on paper.

I preferred the acquaintance with older men. I could always learn something useful from them. I was once employed by the most prominent bridge-builder in his day and among the instructions he gave me was "Do not spare men and do not spare money and do not let the grass grow under your feet. The bridge must be completed at such a time."

At another time, discussing affairs with an older, very rich and successful man, I said "I have very little money but what little I have I have made honestly." "Yes, my young friend," he said, "Honesty is the best policy." I know it for I have tried both."

Hard work and close attention with the use of common sense has made it possible for me to live in peace and comfort now in my old age.

## A TEACHER'S INFLUENCE, WORK THE MOST INTERESTING GAME, PATIENCE, PROMPTNESS

PRESIDENT RUSSELL H. CONWELL

Temple University, Philadelphia

BY DEAN LAURA H. CARNELL

President Russell Hermann Conwell was born three-quarters of a century ago in a barren farm in the hills of western Massachusetts. At four years of age he traveled at least a mile to a distant hill top to begin his education in the village school. He has been climbing to higher and higher hill tops ever since, continuing his education.

He would tell you that a little teacher in that first school started him on his way to suc-

cess. She taught the little fellow to look squarely at things and to make mental pictures of the same. A scene once seen, a face looked squarely into, became a permanent possession. A page once read could be reproduced to his mind's eye. Hence the inexhaustible store-house from which he draws the quotations from the world's great masters, the descriptions of places and scenes and peoples that have surprised and delighted his audiences all over the country for sixty years.

Another characteristic that has made it possible for him to accomplish so much has been his insistence that those working with him, as well as himself, shall do a thing **NOW**. As soon as he has made up his mind that a thing is worth doing he is unwilling a single hour shall go by until a beginning at least is made.

His favorite quotation is "Let patience have its perfect work." No matter how excited others may be, how provoking or even insulting, he listens calmly, deliberately gives a quiet, firm answer and wins out unmoved, often in the face of seeming unsurmountable opposition.

The only recorded incident when he deviated from this policy was in the days of his early ministry in Philadelphia. One day he saw a drunken brute strike a little child on the

street near his home. He struck the man a blow with his own powerful fist, knocking him down.

He has always regarded each day's work as the most interesting game that could be played. To do the next thing with his undivided attention as if it were the only thing in the world to do, gives every hour of his life the zest of a happy holiday. With each day filled to the utmost he goes on to the next, unafraid.

WORK AND SAVE, PLODDING NOT  
BRILLIANCE, A VISION AND  
A FINE CHARACTER

BY ALDEN ANDERSON, SACRAMENTO  
*President, Capital National Bank*

The elements entering into my life are similar to those of most men who are accounted successful.

"Work and Save" tells the whole story.

There are, of course, many other elements that enter into the situation with more or less emphasis according to what success means. I take it that success means getting ahead in the world materially; establishing a reputation as to character and patriotism and maintaining the confidence of one's neighbors and associates.

Of course, the typically successful man has worked. He never kept his eye on the clock, whether working for himself or others. The man who is afraid of work, or looks upon it as anything other than a pleasure will not go very far. The most successful are those who have worked regardless of hours, or conditions.

By the above assertion I do not mean it should be all work and no play. On the contrary the well-balanced individual needs a certain amount of recreation, but the recreation should be taken along health-giving lines. My own tastes have dictated travel and out-of-door life, such as hunting, fishing, etc.

The typically successful man also saves. No matter what line of endeavor, one must save something of his earnings. There has not been a single year of the thirty-four I have been making my own way that I have not been better off in worldly goods at the end of the year than I was at the beginning.

Nowadays when a young man comes to a bank to ask for credit, one of the most potent factors in his consideration by the bank officials is what he has saved. If a man does not acquire habits of thrift early he does not often acquire them later. Many young men who go into business for themselves break down.

They start well, commence to make money, and then instead of being guarded in their expenditures immediately think they have solved the problem of being successful, and acquire expensive habits, spend six dollars when they are making five and their end is inevitable. It is much harder for a young man to get his second opportunity than it was the first. There is the instinctive feeling on the part of those with whom he comes into contact that he had the chance and failed and that he would do so again if the opportunity presented itself.

In my younger days I worked very long hours when attending to business, and I determined that I must have more at the end of any year than I had at the beginning. The following out of that policy confirmed habits of thrift.

No money was ever willed me, but on the contrary I have had to help some relatives who were not well fixed. One of my biggest helps, when I was a young man, was the counsel of older men who had been successful and to whom I could go for disinterested advice. One of these men was my banker and while on the street, many people called him "tightwad," but I found his counsel invaluable, and later when I got into the position where I

could use a great deal of money I never had to ask twice for any sum to assist me. Of course, people said that he always got interest on the money, etc., but there was much more than the mere interest-paying proposition in the matter, for if he had not had confidence in my character and in my ability he would not have assisted me to the extent he did and his assistance put me ahead much faster than I could have gone without such aid. Being a banker myself now I realize to what extent without preconceived opinions or mature thought on the subject, I pursued the best possible course to be successful.

As I said in the beginning, there is nothing except the commonplace in the above, but any young man who follows out such a program for himself is going to be successful and the extent of his success will depend upon the degree of his energy and vision and then upon his character.

## HIGH IDEALS, COURAGE AND PERSONAL RELIGION

BY EDGAR A. BROWN, INDIANAPOLIS  
*Lawyer*

Abraham Lincoln once said that God must have loved the common people for he made

so many of them. It certainly is true that the middle class in any country is the main-stay of that country, provided they are developed along right lines. Any person who is born and reared in that class has no just grounds for complaint. The road to eminence is open to him if he cares to find and pursue it.

We all desire success in whatever we undertake, but the first question to be determined in the minds of forward looking young men is, "What is success?" Too many young people fail to ask themselves and determine for themselves this important question. One who has developed a good character has succeeded though his name is not known beyond the limits of his own town. The next question to be settled is, "How are we to develop good character?"

A young person must acquire high ideals through communion with his God, and then he must develop courage to live up to those ideals. No one has succeeded in a strict sense who has not done something towards bringing in the Kingdom of Heaven. If Christ's ideal could be realized we would all be civilized. Our lack of success in life is measured by our inability to live up to the level of our best thoughts. Our lives are too often out of sight of our prayers.



## FOLLOWING THE NARROW ROAD OF HONOR

BY T. O'CONOR SLOANE, NEW YORK CITY  
*Scientific Expert*

It is a great responsibility for one to undertake to advise the young man, just starting into his life work, as to what course to pursue to win the favor of that elusive deity, fortune. It is fair to say that it is quite impossible to lay down any laws for the attainment of financial success. But if at the end of life one can look back on a series of active years and feel in his inner consciousness, that he has little or nothing to regret, and that if he had his life to live over again, there is little or nothing which he would not do again, his life is a success. For while it is very easy for the few who make gigantic fortunes to tell how to do it, luck has much to do with the attainment of fortune. But to follow the path of the superlative of honesty, the narrow roads of honor, there is the extreme of success. Remember Walter Scott's dying words, "Be a good man, my dear"; remember in Shakespeare "'tis not in nature to command success, but to do more, deserve it." A simple interest calculation will tell you how fast your

savings will accumulate if you put any given amount aside at interest each year, but that is not success. Cultivate an unconscious way of doing right, avoid introspection, do good to your fellow strugglers without taking any glory in it, and in doubtful cases let honor tell you what to do. Do not let a thousand dollars be a monument of transgression of honor's law; without letting yourself know it, be as true as Washington, and if the dollars do not come rolling in, be sure that an upright life will ensure you a due and proper measure of prosperity, and a clear conscience in the last years of your life will be the best of all fortunes which anyone can wish you. The dollar is not everything, get as many as you can, but between right and mere money let there be no choice.

### THE STIMULUS OF POVERTY, DOMINATED BY A PASSION TO BECOME A LAWYER

BY JUDGE JESSE A. BALDWIN, CHICAGO

Comparative poverty and very limited educational and social advantages during early and middle life constitute no insuperable obstacles to success. Indeed, they often afford the stimulus, for the lack of which many a

well-bred and well-educated young man makes a comparative failure. Born and reared upon a farm, one of twelve children of poor but estimable parents, necessity early compelled habits of industry and economy. With educational advantages (except for a period of ten weeks) limited entirely to the common district school,—working upon farms by the month during the summers and teaching school winters,—studying law nights, and inspired and dominated by a passion to become a lawyer,—I passed the examination and was admitted to the bar in Chicago. After some years of active service as assistant United States attorney, and while still young, aggressive and buoyant, I resigned the position and began the practice of the law upon my own account. Without influential friends or acquaintances to aid me, such success as was achieved came solely as the result of unremitting effort.

Whatever may be said as to conditions in other countries, I am clear that in this country, at least, almost any degree of success is attainable, if one is willing to pay the price,—hard, unremitting and continuous application along one line of endeavor. A liberal education broadens a man, and adds much to his efficiency; if obtainable without the sacrifice

or subordination of individual initiative, it is of inestimable value; but it is not indispensable to success.

## THE SUPREME SECRET KEYNOTE IS WORK

BY ALBERT PAYSON TERHUNE,  
NEW YORK CITY

*Author*

I have scored, thus far, only a limited success. But the secret of such scant triumphs as I have won has been condensed into one word: **"WORK."**

When I say "WORK," I don't refer to the job by which one earns his daily living. Self-respect forces a man to give his best possible energies to such a job;—self-respect and self-interest as well. I mean the toil that can be found in addition to one's daily duties.

In 1905, I had been a member of the editorial staff of a New York newspaper for ten years. I held my job. I got a few small promotions. That was all. I felt I was not capitalizing my youth or my strength. So I set aside six hours an evening, five evenings a week, for magazine writing, etc. At first, after a nine hour office day, it was hard to buckle down to a second work-spell. But soon

it became a second habit. For ten years I did this. At the end of the double-work decade, I was earning much more than ten times as much money as when I had begun to make each day do two days' work. I was independent of my office job; and was able to do the type of work I best loved, and in the country surroundings that I had always craved. And I could cut down my working hours to eight a day. Deskmates of mine in 1905 laughed at me for spending my spare time in labor. Most of them are still earning about the same salary they were earning then. Some are earning less.

Yes, the keynote of all worthwhile success is "WORK." The supreme secret keynote is "Double WORK."

## HOW I GOT INTO MY OWN LINE OF BUSINESS

BY DAVID R. FORGAN, CHICAGO

*President, National City Bank*

When I was about twenty-eight years of age, I moved from Canada to the city of Minneapolis, and after having been thirteen years in the banking business, I accepted a job in a totally different line. I was exceedingly

anxious to get back into the banking business as I was unhappy out of it.

In due time I applied for the assistant cashiership of a bank in Duluth, and went up to see them about it. They told me that I was all right in every respect except one,—namely, that I was too young. I asked them how old a man they thought they wanted. They replied that they wanted a man of considerable experience, say fifty years of age. I replied like a flash, “If you get him he will not be worth a d——!” I added that if I were looking for the assistant cashiership of a bank the size of this one at fifty years of age, I would consider myself a colossal failure!

This so impressed the vice-president that he called a meeting of his directors, told them the strong language I had used, and they immediately saw that I was right. They, therefore, reversed their decision on the matter of turning me down and engaged me then and there. I thus got back into my own line of business, and have been in it ever since.

## RECOGNIZING AN OPPORTUNITY

BY GOV. WILLIAM LAMOND ALLARDYCE,  
NASSAU, BAHAMAS

A month or two prior to my leaving the United Kingdom for Fiji in 1879 I went out

shooting with our old Scotch gamekeeper, who, when we halted at midday to eat a sandwich or two, thus addressed me:

“Weel, Maister William, so ye’re gaeing to the Feejees!”

“Yes, John,” I replied.

Continuing he said, “Maister William, listen to an auld man. Ilka body’s gaen ae chance, but it’s nae ilka body wha kens when yon chance comes.” (Everybody is given one chance, but it is not everybody who knows when that chance comes.)

In my case I waited for about eighteen years before it arrived.

As I embarked at Liverpool a month or so later, en route to the Pacific via New York, my father handed me a copy of Shakespeare and in doing so said, “Bear in mind and act on the advice given by Polonius to his son Læertes.”

## CONSTANT APPLICATION, GOOD HEALTH AND A GOOD WIFE

BY EDWIN TRUMAN COMAN,  
SPOKANE, WASH.  
*Bank President*

I have no formula to recommend to young men as a basis of success. There is no open

sesame to advancement other than hard work and constant application. From boyhood I never made a practice of watching the clock; I never put any limit on the hours of service I could give my employer, nor the thought and energy that could be put in that service. At no time did I regard myself as a wage slave, nor did I feel demeaned by the fact that my wages were at times as low as fifty cents a day. There are more places than there are men who are willing to give absolute loyalty to their employers' business, and there is no reasonable limit to the compensation they can obtain.

My theory has always been that you can make yourself so valuable to your employer that self-interest will prompt him to raise your compensation lest some other employer hire you away with higher reward. I never was fired from a job, nor did I ever find it necessary to ask for more salary. Since I have become an employer of men on a large scale, I have striven to encourage a spirit of comradeship and a community of interest in the development of the business in which we were engaged.

A good constitution, uniformly good health, and the last and most important of all, the inspiration of a good wife, are the chief ele-



ments of whatever success I may have attained.

## PREPARING FOR THE OPPORTUNITY, LOYALTY, PATRIOTISM

BY COL. A. S. ROWAN, U. S. ARMY  
*The Man Who Carried the Message to Garcia*

When Shakespeare wrote that "everything holds in perfection but a little moment," he disclosed a truth that the youth of the world should turn to account. Not only "out and forever out do the incompetent and unworthy go," but even the best give of their perfection "but a little moment." Herein lies the chance of the "second fiddle" to become the leader of the orchestra; but he will have to be a prepared second before he will be called upon to "show his diamonds to the day." In other words, ceaseless struggle to attain perfection in the ranks is the only certain rule of life that will insure advancement. An incompetent may, through that mysterious medium called "influence," drop into a position of honor, trust, and profit, but the way out already yawns for him. The man who makes that "little moment" long is the one who, when he reaches the dizzy height of his desire is ready, through his preparedness, to make the most of the op-

portunity and to make the position yield the maximum results.

Therefore, no matter what rung in the ladder of life one may occupy at the moment, let no effort be spared to make the "little moment" there one of perfection and when the call comes it will not be for the yawning back door, but the smiling invitation to step up higher.

Loyalty and keeping everlastingly at it are the arguments with which to enter the table of success if we are to find our "little moment" which we may describe as the royalty on a well-spent life.

But what will this royalty be worth if the country which protects it fails? Let loyalty and love of country march side by side with loyalty and capacity for the end to be attained.

In so far as these considerations apply to my own career, I may say that by applying myself closely to the duty assigned to me and in trying to master the subject, so far as in me lay, and by maintaining a strict fidelity to my work and to those associated with me, I found myself called upon, at a critical moment in our country's history, to "Carry a Message to Garcia," the outcome of which was to bring General Garcia's Cuban army off

Asseraderos, at the psychological moment, to assist Sampson and Shafter in planning and bringing to a successful conclusion the battle of Santiago de Cuba. Without my little moment with General Garcia this fortunate and fortuitous conclusion could not have been effected so speedily,—and, in all war speed counts—in lives saved and in money made for one's country. My reward has been complete in the knowledge of the fact that I thus assisted “a people rightfully struggling to be free,” and at the same time, did what I could to give to our country an indispensable, strategical stronghold.

THOROUGH WORK, ATTENTION TO  
DETAIL, PUNCTUALITY, HELP-  
FULNESS AND A HOBBY

BY WILLIAM BRIGGS, TORONTO, CANADA  
*Clergyman and Publisher*

After a somewhat unusual life experience—twenty years as a preacher, forty years as head of the considerable publishing business of my church in Canada—I believe I should sum up the factors which contribute to young men's business success, as follows:

Primarily—Doing the job to be done when it presents itself, and doing it all. Many men

fail or are only half-efficient because they do only half their work, leaving fag ends for someone else to clean up. This means, you see, being dependable, doing things so that the "boss" and others will be satisfied that what they give you to do will be well and finally done.

Secondly—**Paying attention to detail.** It is the little things in life and business that make the big things, the little orders that lead to the big ones, the little services done for occasional customers which tie them up permanently to the house.

**Getting to work early and regularly,** and conducting oneself the night before so one is in shape to begin and to continue through the day bright and fresh.

**Being kind and helpful to everybody.** It pays to cultivate even the office boy. You'll need his help after hours some day.

**Having some healthy hobby outside business** that will get you into the open air, wipe away the cobwebs, and keep your thoughts away from business out of business hours.

Observe these, but furthermore, stop two or three times a year and take an honest look at yourself. Make a written inventory of how you spend your time (as well as your money) both during business hours and out.

If you are honest about this, and will profit by what you find, the right kind of success is practically assured.

NOT DOLLARS OR POPULARITY, BUT  
TRUE CHARACTER, BE A CHRIS-  
TIAN CITIZEN

BY R. B. BENJAMIN, CHICAGO

*President of the Benjamin Electric Mfg. Co.*

In order to attain genuine success, one must realize that such success cannot be measured in dollars or popularity, but in helpful accomplishment, and never at the expense of the public welfare. Some of the necessary elements are true character, a natural and acquired ability, and perseverance.

There must be a sincere desire, and a strong determination to seek and to find the truth, and a firm purpose to use it rightly. Selfish desires must give way largely to worth-while accomplishment. High ideals, therefore, are necessary, and are fundamental to real success, which does not terminate with this life but carries on to the life beyond. These ideals are to be found in the teachings of the Bible.

The Master has said, "What shall it profit a man if he gain the whole world, and lose his own soul?" Therefore, in my judgment, His

teachings should have a prominent place in every man's life, and should be carried all through his business activities. All of this requires a right and steadfast purpose, continual striving to equip oneself better for more important duties, and for clear and fundamental thinking. One should not overlook the injunction to "prove all things, hold fast that which is good." In all important matters be sure your information comes from reliable sources. This is especially true of spiritual truth, the safest way being to compare the statements of men with the teachings of the Master as recorded in the New Testament. Be a loyal, constructive, Christian citizen.

## STUDY AND INDUSTRY

BY GOV. THEODORE T. GEER,  
PORTLAND, ORE.

Being born and reared on a farm and having remained a farmer until elected to the executive office—and, therefore, removed from the advantages to be derived from constant mingling with public men, my advancement in public life was entirely attributable to my constant writing for the press of the state in the discussion of current questions. By de-

grees I advanced to a seat in the state legislature, serving four terms, and one as speaker of the house, was a successful candidate for presidential elector in 1896, carrying the state's vote to Washington city in 1897 and the next year was nominated for governor by acclamation—and elected.

All this came about through my application to the study of public questions and, as stated, to their discussion in the papers for fully twenty years before I was a candidate for governor.

I was well known to nearly every voter of the state, and had been for twenty years before I asked them for their suffrages. Study and industry, though handicapped in many ways, are the basis for what success I have achieved.

## A GOOD HOME, TEAM WORK AND REAL ENJOYMENT

BY ELMER ELLSWORTH BROWN,  
NEW YORK CITY  
*Educator*

The first thing that was worth while in the making of my life was a good home, in which the hard struggle for existence could not obscure the dominant interest in the higher con-

cerns of life. I taught for a time in the common schools, and that is a valuable experience for any man. For some years, I was associated with an older brother, from whom I learned the happiness of a man who can become so devoted to a great cause that he does not care who receives the credit for any good work that he himself may contribute to that cause.

I enjoy team work with my associates. I enjoy the game. Experience has taught me that a time of defeat is not a time for giving up, but rather a time for gathering up the wreckage for a greater undertaking. In a rented house, I have a home of my own, in which ideal interests and relationships, greater than those of the day's work, await me when the day's work is done, with larger and finer views of the day's work itself.

It is little enough that I have accomplished, but these are some of the elements that have gone into the making of it.

## AN AWAKENING TO RESPONSIBILITY

BY C. F. ADAMS, SALT LAKE CITY

*Gardner and Adams Co.*

My first awakening to responsibility came when, having the position of buyer and being



in full charge of a department, I was called into the private office of the manager and listened to these cold words: "Your stock is increasing and your sales are decreasing." I replied, "Is that all?" The answer came, "Isn't that enough?" And my answer was, "That's enough for me." That night I couldn't sleep and the words came ringing in my mind all night—"Your stock is increasing and your sales are decreasing." I was a failure! I was not a capable leader. The manager knew it, and if I had known it before I would not have been forced to be humiliated by what I heard. The awakening had arrived.

Next morning I went into the manager's office without an invitation, and I did the talking. I asked that additional money might be allotted my department, and the answer came, "You are unable to meet your present expenses." I said, "Very well, take it from my own salary" and unfolded a plan. I was given a full hearing and my plans were readily agreed to. We took an account of stock in that department and everyone of us willingly worked on a national holiday in order to do so, and from that day to this I have known every detail of my own business. I have stayed awake. The more I knew, the more I wanted to know. And I knew so much about

my department that my system was adopted for the entire establishment and I was promoted to be its assistant manager, and since that awakening caused by the criticism of my then manager, no one has ever complained as to my conduct of the business.

My time is taken up with solving my own problems and all my sleepless nights are spent in increasing my efficiency. I have no trouble in having a natural sleep when my problems are solved. Keeping awake in the night time when a fellow ought to be asleep, is sometimes a mighty good way to keep one awake during the business hours.

A man ought to be able to manage himself before he attempts to manage others, and if he is simply a manager, not having any capital invested in the business, he has assumed the responsibility of the successful investment of all the capital that other men having confidence in him have placed in his charge and he becomes a trustee of their welfare and should feel the sacredness of this responsibility. There is one way to successfully accomplish this—know your own business in every detail and respect the rights of others, love your work and your home.

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“Keep from associates who discourage you.”

HEREDITY, HEALTH, EARLY TRAIN-  
ING, THIRST FOR KNOWLEDGE,  
HAPPY MARRIAGE

BY THE HONORABLE  
MR. JUSTICE WILLIAM RENWICK RIDDELL  
TORONTO, CANADA  
*Supreme Court of Ontario*

The chief factor in any success I may have had is heredity coupled with early training. Both my father and mother were descended from those who had suffered for conscience sake in the times of the Covenant in Scotland. Both were absolutely and wholeheartedly devoted to the truth as they saw it. A course of conduct was right or it was wrong; a statement of fact was true or it was false. And no possible consideration could induce either to swerve from the right and the true.

To minds and hearts so constituted the theology of the confession of Faith and the Shorter Catechism recommended itself—and with all tolerance for the views of others, that theology was ever theirs and it was taught to their children. A Presbyterian, I am thankful that I attended a Methodist College—and a small one. As never before, I got to know the solid worth of men of that communion and

my views were broadened, perhaps corrected, by those of others differently trained.

A sincere and strong desire for knowledge, a respect even amounting to reverence for books and their contents, were part of my inheritance. Educated in a common school, I was given a tutor for Latin, Greek and mathematics of a higher grade, and I was taught to value the instruction given.

Whole-hearted attention to the matter in hand, diligence and absolute accuracy were part of my home training; the Proverbs of Solomon were constantly quoted and impressed upon the plastic mind.

A strong and healthy body, which even now, at a few years removed from three score and ten, lends joy to life, I owe to my ancestry and early training. Indifference to cold and heat, hunger and thirst, was a virtue looked for as a matter of course in my boyhood home.

A life till well on in the 'teens upon a farm gave me an intimate knowledge of nature forbidden to the boy of the city, a strong frame, well-developed muscles and endurance, all of which have been of immense value to me in after life.

My college had a well-rounded curriculum, the honor courses were few, the general courses somewhat heavy but well-balanced;

and those who, like me, took an honor course, were not thereby relieved of the subjects giving the broader education.

Happily married to a wife of very great personal and spiritual charm, whose life is devoted to making others happier and better, I have known nothing of domestic disquiet; but the home has been not only a haven of rest but a place of inspiration—a true Holy of Holies.

The lines have fallen unto me in pleasant places—I have neither poverty nor riches—I fear not the one or desire the other. Under God, I owe my happiness to my early training, the example placed before me in childhood and youth, and constant fellowship with a good woman.

## STEADFASTNESS IN THE RIGHT— NEVER A TIME SERVER

BY RABBI DAVID PHILIPSON, CINCINNATI

The crucial question “Are you working for your own personal popularity and glory or for the sake of the cause in which you are enlisted?” confronts the minister constantly.

Success in the former sense may mean failure in the latter, while failure to achieve material riches and personal glory may spell the

most pronounced success in the attainment and spreading of spiritual values. The latter, I take it, is the only success worth while for the sincere minister, of whatever denomination he may be.

Steadfastness in the right, because it is right, must be the guiding principle of those who bring the message of religion to their fellows. Ministers who exert real influence upon the lives of men and women both in their own congregations and in the community at large, preach their message in scorn of consequence. The hypocritical priest or minister whose practice squares not with his profession has always been religion's greatest liability; the forthright and fearless man of God is its chief asset.

If any true success has been mine, this may be attributed, I believe, to the resolution taken at the outset of my active career, that, come what may, I would never be a time server or a chaser after popularity, but to the best of my ability would follow in the footsteps of the intrepid prophet who dared tell a sinning king "Thou art the man."

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"Do unto others as you wish them to do unto you."—*Bible*.

## STRONG DETERMINATION, CONFIDENCE, CHARACTER

BY SAMUEL LYMAN MUNSON, ALBANY  
*Manufacturer*

The modest success which I have achieved in life hardly warrants mention when lined up alongside the record of the great masters of industry and science. But whether the results have been either large or small, the vast majority of men of note commenced their careers at the foot of the ladder and received very little boosting.

The first round of the ladder is a strong determination to succeed: the second is a resolution to fill every position you occupy however humble—(my first wage was two dollars a week) as nearly perfectly as possible, for, after all, efficiency is the most powerful lever which will lift one to success.

My Puritan ancestry, the counsels of a wise father and a godly mother, caused me to avoid many of the snares which lie in wait for the country boy who seeks his fortune in the city.

They taught me never to put off until to-morrow what should be done to-day. While time is a secondary matter, I never knew or heard of a man who won success in life working under an eight hour law.

Confidence I have always found a wonderful aid and asset—the confidence of your banker, your creditor, your client and the community in which you live. Its possession is better capital than much money.

The pathway to confidence is found in following the old axiom that honesty in all things is the best policy.

Energy, thrift, tact, good habits— all assisted this farmer's boy to build up a business whose clientage extends to every corner of our country, and, of which, after fifty years, he remains the head. The business has a record of no failures or labor difficulties.

## IT MATTERS LITTLE AS TO YOUR START, BUT MUCH AS TO YOUR FINISH

BY FREDERIC W. TAYLOR, LOS ANGELES  
*Agriculturist*

In the long run it makes much less difference whether a man has had a liberal education, or money, or a distinguished family back of him, than most of us imagine.

The one who never makes a determined start because he lacks one of these, or something else, usually has himself to blame for lack of at least a fair measure of success.



By the time a man is forty, and for that matter, frequently earlier, and always increasingly thereafter, it is usually nearly or quite impossible to tell how he was equipped or helped at the start, or if he had to make his own way, unaided.

By this I mean that the seeming inequalities of the start are soon wiped out; much sooner than we generally think.

If a man is of an inquiring turn of mind, he has, by that time, dug out and classified more accurate information than the average.

If he is a reader, he has read and digested more of the literature of the world than the average.

If he is interested in his vocation, he has become a leader in it, to a greater extent than the average; and every vocation offers many points of interest for the thoughtful student. And remember that a student is simply one who studies, whether in a school, or a shop, or at home, or in the open. Never forget that.

Our man will have attained these higher-than-average levels, pretty much without regard to his apparent opportunities at the start.

Look over your acquaintances, among those you consider leaders in the various walks of life, and see if these conclusions are not accurate.

Note in how many cases of men past forty you are able to tell whether they are college men or not, or whether they had money, or position, or anything else of value, to start with. I am sure that you will be surprised at what you find.

If you feel that you have not a fair start, you ought to be heartened by the number who have succeeded with no more start than you have.

A college education should be a great help to a young man. Too often it is not.

Money should be a help, oftener it is a hindrance.

Family connections should be a stimulus, but really often stand in the way of growth.

The farther you get past the forty line in the life of a man, the harder it becomes to classify him as to his early equipment and opportunities.

If he has mingled, as he has had opportunity, with the wisest and best men he has met, if he has read the recorded words of the world's greatest thinkers, if he has cherished and practised the use of good English, if he has kept himself clean, through and through, you will admire and honor him, and never think to ask what start he had.

It is the finish that counts, not the start.

## CHARACTER THE FOUNDATION, DOG- GED PERSISTENCE AGAINST DIFFICULTIES

BY GEORGE J. MURDOCK, NEWARK, N. J.

*Inventor*

When we start the construction of a building that we expect will endure, the foundations receive our greatest consideration, and so in life if we would attain the greatest success, that is the success that money cannot purchase nor the lack of money, or the wastage of time destroy, our moral character should be on a firm basis.

I was rather fortunate in having a father of sterling character and piety, and to his early training I owe much of whatever success I have won. An inherited spirit of inflexible determination descending to me from a paternal ancestor, Daniel Murdock, who was with Washington at Bunker Hill, and crossed the Delaware with him, may have also been a factor.

Dogged persistence under all sorts of difficulties and discouragements have been characteristic. I have cultivated a resistance to difficulties until it has become a habit to win any problem I undertake, and thereby with

much happiness to feel that I am capable of winning.

Franklin said, "He that hath a trade hath an inheritance," and the best advice I can give any young man is to learn a trade, no matter what your future aspirations may be. Money is easy to lose, but a trade "sticketh closer than a brother," and thereon many a successful career has been founded.

In the last analysis, only such happiness as we may obtain to-day—look not for to-morrow, and the consciousness that we have made life easier and greater for others, is worth the struggle that the winning of success entails.

## BUILDING A CAREER ON FAITH

BY EDWARD JULIAN NALLY,  
NEW YORK CITY  
*Telegraph Official*

There is a foundation stone to each man's success in business. In my personal experience this is represented by the first of the familiar graces, faith, and with it is coupled concentration of purpose and energy.

In the years of youth opportunity is a secondary consideration; confidence is the important thing. My start was inauspicious. I began as a messenger boy. But I held firmly

the conviction of success, even then; and this confidence never left me.

It is in faith that courage is born. And thus is bred hope, the energizer of work. Finally, out of work—constant, tireless, unremitting, is the fabric of achievement woven.

Definite objectives must be sought, and perpetually striven for, one by one, with each attainment the compelling force for the next. Always, there must be a single aim, and concentration upon it.

In commercial life this objective is usually the job higher up, and it is always waiting for the boy who has utilized his spare moments to acquire knowledge outside the prescribed limits of his own routine duties; to familiarize himself with details of work regarding which he is not compelled to be informed.

The boy who is paid fifty dollars a month and earns what he gets, and no more, is the boy who sticks in a fifty-dollar position and is not advanced on the pay-roll. On the other hand, the boy who draws only fifty dollars but works as if he were being paid eighty is invariably the one to be chosen for promotion to the eighty-dollar place.

Jealousy of holidays and off-hours indicates in a boy the presence of the microbe of failure. The men who are given to signing petitions

and round robins also betray the same defect. They petition for opportunities instead of making them.

If I would lay emphasis on one thing more than another, it would be, *Obligation to duty—duty to one's self and to those about him*; and, in the simple words of the Good Book, "leaving nothing undone, and doing all things well, missing naught."

## HUNGER, CONSCIENCE, AND RAGE MY INSPIRATION

BY HENRY W. NEVINSON,  
HAMPSTEAD, ENG.  
*Journalist and Author*

I have not been successful. My books have had no great sale. I am poor, and little known outside a small literary and a small military circle. I have written a great deal of journalism and some literature. But I have always been shy of writing, and nothing but wild horses would drag me to it. My wild horses have been hunger, conscience, rage. To my unending surprise I found I could make some small livelihood by writing. Because writing seemed the only one of my faculties that people cared about, though they never cared much, my conscience kept tormenting me un-

less I used it. And savage indignation at the injustice and cruelty of the rich and powerful in this filthy world gave me no peace till at least I had uttered the protest of my rage; and little peace then.

As to salient points the most salient, I think, was my offer to fight for the Greeks against the Turk in the war of 1897. I had been a volunteer officer in our army, and that campaign led to my long service as war correspondent. As such I have been present in many wars, rebellions, and revolutions, before the late war and then I was on the various fronts in Belgium, France, the Dardanelles, Salonika, Egypt, and Germany. That sort of work has given me an active and dangerous life, for which I am grateful. So am I for the many noble friends I have known.

But when I die, the points I shall look back upon with greatest satisfaction will be my exposure of the foul slavery existing in the Portuguese colonies of Central Africa and the Cocoa Islands; my assistance to the cause of Woman Suffrage; and my efforts to deliver small nations, such as Albania and Ireland, from the domination of alien powers. When I was in the Cocoa Islands not a single slave had ever returned home; some thousands have now been returned. Woman Suffrage is won.

Ireland is, at all events, advancing toward freedom. It is something. As to myself and my salient points, what does all that matter?

## UNSWERVING LOYALTY AND A CLEAN LIFE

BY H. M. M. RICHARDS, LEBANON, PA.  
*Manufacturer*

I am fortunate in being descended from a somewhat long line of eminent ancestors, many of them of distinction in ecclesiastical affairs.

It has been my good fortune to be able to serve my country, as an officer, in several wars, and throughout various disturbances.

I have been privileged to attain success in business, and to have held various positions of trust and prominence.

I have succeeded in making somewhat of a mark with regard to my literary efforts and historical work, which I took up as a recreation from weightier business activities.

And I am blessed with a happy family life.

Such things do not come by chance. I attribute them, in my case, to what I may call unswerving and honorable "loyalty."

A loyalty to the name one bears which will



prevent him from bringing disgrace upon it, or from doing an unchristian act.

A loyalty to country which will produce a patriotic desire to serve it when needed, irrespective of one's own comfort or convenience and to render such service faithfully.

A loyalty to those with whose business affairs one may be identified which will forbid any dishonesty and will produce a service both faithful and so far as possible, capable.

Loyalty to oneself which would give birth to a laudable ambition not only to make a name of some distinction but also to do somewhat for the welfare of mankind in general.

Above all as much loyalty to those whom we love as one would expect them to show themselves. In other words, to lead a blameless and spotless life.

## FAITHFULNESS, PUNCTUALITY, CHARACTER

BY JAMES RYRIE, TORONTO, CANADA  
*Jeweler and Silversmith*

Amongst the factors which have had the most influence upon my life, is that of a father and mother, who, by example and precept, tried to inspire me with high ideals of duty.

One of these ideals was punctuality. For

seven years I was sent to day-school without being late or absent once. The habit thus acquired followed me into my business life.

Whilst I always watched the clock religiously on beginning the day, I was not careful to do so at its close and always took a certain delight in going the "extra mile" if I found it really necessary to complete the task.

This record for faithfulness and punctuality brought me an opportunity when I least expected it. For after completing my apprenticeship, my employer decided to enter another business and entrusted me with the management of his former small business, thus enabling me to secure a footing upon the lowest rung of the ladder which I have been gradually climbing.

The importance of character in business life should be emphasized. I remember in my own experience, in the days of my early struggles, making application to my banker for what I thought was a most reasonable favor. Owing perhaps to a sluggish liver, which he was said to possess, this was unexpectedly refused. In my dilemma, I applied at once to another bank, the manager of which I had been associated with in the early days of the Toronto Bicycle Club. After explaining my position he immediately and gladly accepted me, giv-

ing the credit I so much needed. Had my life been such as would have shaken his confidence in the "moral risk," so much relied upon in the business world, it is certain my request would not have been granted. In more senses than one it still holds true that a "Good name is more to be desired than great riches."

## LEADING OF PROVIDENCE, ENTHUSIASM, RESOURCEFULNESS, ENERGY, LOVE

BY PRES. FRANCIS E. CLARK, BOSTON  
*United Society Christian Endeavor*

To tell what points have contributed to one's success seems to imply that one regards himself as a successful man, which might be regarded as an egotistical, if not a doubtful assumption.

However, such success as I have had I attribute to the leadings of Providence and my willingness to be thus led.

The development of my life work for the Christian Endeavor movement has been quite as much of a surprise to me as to anyone. The first society formed in my church in Portland, Maine, thirty-eight years ago, was simply a hopeful experiment for the training of young people in Christian service. But the same

need that I felt, was felt by thousands of other pastors, and so the societies have grown normally and quietly until a hundred thousand societies based on similar principles, containing millions of members, have been formed.

I prefer to speak of their success rather than my own, and this is due to the blessing of God and to the enthusiasm, devotion, resourcefulness and energy of the youth of the church throughout the Christian world. The more I see of young people in all lands, the more I believe in them, the more I trust them, the more I love them.

## KNOWING ONESELF, OBEDIENCE, CHARACTER

BY GEORGE EAMES BARSTOW,  
BARSTOW, TEX.

*Business Promoter*

Beginning in my youth I endeavored to learn the old Spanish maxim, "Know thyself!" Without such knowledge no man can expect to attain unto the highest achievements of which he is latently capable. Shakespeare said, "Knowledge is Power," so that, possessing that knowledge, any young man may duly exercise that power according to nature's en-

dowment. The question lies as to its wise use and incessant application. This involves constant sacrifice, in a multitude of ways, in order to go over the top and reach the goal.

The Spartan youths were taught both to command and obey. In order to successfully command a young man must first learn the lesson and practice real obedience and this involves the spirit of a true humility. Hence he must cultivate an environment that is clean, healthy, heroic and inspiring to both mind and soul. One of the most valuable parts of such environment is to be found in the book that tells us "Thy word is a lamp unto my feet and a light unto my path."

Its daily association will clarify the mind and develop power in the soul.

The idea of success in its too common acceptance is found in money making. This is essential, valuable in its way and contributory to a man's usefulness and power. But the highest reward of labor is success in all essentials and the acme of success is found alone in character. Any young man who hews to the line on these living principles cannot fail.

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"Give your body plenty of pure water outside and inside."

BE STEADFAST AND SYSTEMATIC  
AND FRANK WITH YOUR-  
SELF AND OTHERS

BY JOSEPH W. RICHARDS,  
SOUTH BETHLEHEM, PA.  
*Metallurgist*

The first requisite for a useful and successful career is absolute candor with one's self, and the second is to extend that feeling into relations with others, giving others credit for being as honest as you feel yourself to be.

There is no doubt that entire and absolute honesty of will and purpose is the first and greatest virtue to acquire. To be true to one's self, to bare one's soul to one's own inspection, to expose to one's own criticism and correction all one's innermost thoughts, desires, and purposes, means to have them automatically corrected, dignified, purified. The mind, heart and soul are so constituted that they are cleansed by this self-examination, which is nothing else but the spirit of prayer in action.

Be then perfectly frank with yourself, and extend the same feeling towards your fellows, and you are starting life right, you are taking hold on life in the best spirit, and will find yourself in harmony with it in all its relations.

Next, have a plan or outline of your career; not necessarily very detailed or complete, but yet extensive enough to always act as a guide through the changes and chances of the present. Be steadfast and systematic; not easily swerved from your purposes, yet ready to take advantage of opportunity when it offers. Do not be afraid to make decisions, even important ones, always acting in the best light you have at the time. Use the moments other people waste; yet give yourself enough relaxation and recreation to renew your energy and to preserve the freshness and pleasure of work.

## A GOOD MOTHER, A GOOD WIFE, NOT WORKING FOR FINANCIAL REWARD

BY GOV. THOMAS E. CAMPBELL,  
PHOENIX, ARIZONA

"Unlimited hard work," is the answer that comes instinctively to your question as to the "Salient Points" in my life that have contributed to my success. Second thought convinces me that the hardest work in the world would not have gotten me anywhere if I hadn't had the right kind of a mother. From boyhood she instilled in me ambition to have those who

knew me feel certain that I would fulfill any obligation and it was she who taught me to feel that the rich man was not the one who had the most money, but the man who most surely had the confidence and the good will of those who knew him best. Then too, I was born with a desire to do things right. This meant study and work to learn what the right way was and more work later to put it across.

As I reached young manhood I fell in love with the right girl. I had to make good for her sake. And the men I had been fair with wanted to see me make good and helped. Why, my home county, Yavapai, sent me to the legislature when I was only twenty-two years old although I was a Republican and the county was and still is heavily Democratic. They did this because we were friends. No one can know how much this girl, who is now the mother of my two big manly boys, helped in my later successes.

At present, although a Republican, I am the governor of a state in which the Democratic majority is many thousands. Aside from the devotion of my friends, the reason for this is that I went to the people unhandicapped by any ulterior motive. I felt that I could help Arizona to what she needed. The citizens of the state evidently felt the same way.



From a practical money-making standpoint I would be a much greater success if I had been a failure in public life.

I may add that I am as proud of my failures as I am of my successes.

## LOVE FOR HIS VOCATION, CONSTANT STUDY, CHARACTER AND HARD WORK

BY HENRY WOODWARD SACKETT,  
NEW YORK CITY  
*Lawyer*

The secret of success cannot be told in words. Nor does any truly successful man regard himself as such, because he realizes how far short he has fallen of his highest aims.

Success is relative. What passes for it with some seems nearer failure to others. Especially is this true of the legal profession. The most then that a lawyer called upon to express an opinion on the subject can wisely do is to tell what his observation and experience have taught him to regard as the foundation principles of the successful pursuit of the law.

If I were to put into the fewest words these essentials, I should state them in this order :

**First:** Love for the lawyer's vocation and belief in it, as affording one of the greatest of opportunities for usefulness and effective service.

**Second:** Long years of study, of persistent, painstaking, self-sacrificing study.

**Third:** The cultivation of the great mental and moral quality which the celebrated essay of Dr. John Foster has for generations done much to instill into the lives of thousands of distinguished Englishmen and Americans, "decision of character." The legal adviser who has developed the art and the power to reach clear and definite conclusions and can state convincingly and with confidence the reasons why those conclusions should be the ground for action is the man to whose counsels the leaders in the business world will always turn and upon whom they will rely.

**Fourth:** Devotion to the interest of the client, regardless of the interest of the lawyer himself, remembering that the highest function of the good lawyer is not to get his client out of legal trouble, but to keep him out. With this must go the courage to give unwelcome, as well as welcome, advice.

**Fifth:** Such systematic modern organization of the law office that the client shall be made to feel that every matter entrusted to it,

whether of small or the greatest importance, will receive as exact and skillful attention as if it were the only business in hand.

**Sixth: Rigorous rules of personal and office professional conduct.** Foremost, accuracy; accuracy of statement to client, to court and to opponent; accuracy of professional work, as great as the most meticulous care can produce. With this goes the maxim that whatever is wrong in the transaction of law business may be explained, but never excused. Next, promptness of performance of whatever is to be accomplished. Then, unremitting industry, uniform courtesy and constant enjoyment of the work.

**Seventh: A sense of obligation for unselfish public usefulness.** The training and professional life of the lawyer so fit him, and give him such opportunities, for service to his community and to its institutions which are devoted to the general welfare, that the ablest lawyer who fails to give freely of his time and endeavors to further their promotion has fallen far short of the highest success.

It has been my good fortune to know many of the most successful American lawyers practicing during the last forty years, some of them intimately. Not a few of them have had other distinguishing and noble qualities.

But I have not known a single great lawyer among them whose professional success was not grounded primarily upon the essentials I have enumerated.

## THE INSPIRATION FROM PROPHETIC SPIRITS, SYMPATHY WITH PROGRESSIVE REFORMERS

BY LYMAN ABBOTT, NEW YORK CITY

*Editor*

In the great world movements which have taken place since my graduation from the New York University in 1853, I have had a minor part: for forty years as a journalist reporting current history from week to week; not a leader discovering and teaching new truth, but an historian endeavoring to interpret to itself the growing thought of the age, and to indicate the direction in which we were all, sometimes unconsciously, moving.

This work has naturally given me some acquaintance with the leaders of thought and action. My inspiration to the ministry came chiefly from three prophetic spirits—Charles G. Finney, the apostle of the freedom of the will to a church paralyzed by fatalism; Horace Bushnell, the apostle of spiritual faith to

a church perplexed between rationalism and transcendentalism; and preëminently Henry Ward Beecher, the apostle of love to a church the inspiration of whose religious life had been a severe and sometimes cruel conscience. Though I was never an active temperance reformer, my acquaintance with the temperance movement was such that at the request of Mr. John B. Gough I wrote a sketch of his life to accompany a volume of his writings. Not active in the revivals of the age, my acquaintance with the revival movement was such that after the death of Dwight L. Moody I wrote at the request of the family, a sketch of his life to accompany a similar volume of his writings. Most of the great orators of America of the last half-century I have met, a few of them I have known more or less intimately. My sympathies have been for the most part neither with the radicals nor with the reactionaries, but with the progressives in every reform. I have been an evolutionist, but not a Darwinian; a liberal, but not an agnostic; an anti-slavery man, but not an abolitionist; a temperance man, but not a prohibitionist; an industrial democrat, but not a socialist.

It has been my aim by my writings and by my voice to do what I could to aid my fellow-

men to just conclusions and right actions in troublous times.

## A GOOD WIFE, GOOD HEALTH, AND FREEDOM FROM WORRY

BY T. R. PRESTON, CHATTANOOGA

*Banker*

I have had no rules of conduct; have tried to meet the situation as it arose; at times I simply stumbled along. I presume I had some little power of concentration and enjoyed work and really worked hard. I was thrown on my own responsibility quite early, which possibly gave me more confidence in myself than the facts would really warrant, and prevented discouragement. I married early, and my wife kept a careful record of all expenditures for twelve years, which greatly assisted us in getting ahead.

I have always had good health, tried never to worry, and have "stuck to my last."

I took the full course in a little academy, but fortunately realized early in life that I was uneducated, and have been reading and studying ever since.

I think every one should engage in that business or profession that is agreeable to him

and from which he may derive real pleasure, and stay with it to the end.

A SPECIALIST IN YOUR LINE, SYSTEM,  
ACCURACY, COURTESY, LEARN  
FROM EXPERIENCE,  
KEEP COOL

BY MARCO R. NEWMARK, LOS ANGELES  
*Wholesale Grocer*

Would you be successful? Select for your life-work that for which you seem to be endowed. Success simply means the best development of the kind of ability which you possess. Rather an excellent cobbler than a mediocre statesman.

Therefore, study yourself! Decide for what avocation you possess a natural talent! Next, proceed to learn it! Make yourself a specialist in it! And as you advance, study also the position above you; some day, the man who holds it will be promoted or resign.

Cultivate system and accuracy. They will be your best lubricants.

When something goes wrong, don't blame it on luck! Find out what your mistake was and avoid its repetition! Otherwise, you will

develop bad habits from experience instead of learning from it.

Courtesy to all is indispensable. It is a master key that opens many locks.

Don't spend it all! Save a little out of what you earn, not out of what some miracle might produce!

Don't make a fetish of your opinion; if wrong, change it! On the other hand, if right, prove it!

Keep cool! Excitement and anger will cause you to shoot wild or will spike your gun.

Be receptive! Every man can teach you something—what to do or else what not to do.

Have faith in your fellowmen and in yourself, with proper reservations; in God without any!

Keep steadfast to your purpose. Inconstancy is the surest path to failure.

Finally, with courage and confidence, pursue your course, bearing ever in mind that the desire to serve must be liberally blended with self-interest.

So, go your way and success in the only worth-while sense of the word will be yours.

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“Give your body and soul plenty of sunlight.”



RELIGIOUS TRAINING, THE LAW OF  
ACTION AND REACTION, BEING  
PAID IN YOUR OWN COIN

BY ROGER W. BABSON,  
WELLESLEY HILLS, MASS.  
*Statistician*

I am very glad of the opportunity of stating to what I owe such success as has come my way. It has not been physical strength, as I have always been an invalid, having been very ill with tuberculosis directly after entering business. It has not been due to wealth, as I began to work when fourteen and have been self-supporting since. It was not due to any pull or acquaintance as I have never worked for relatives or friends. I do owe much to the training which I received at the Congregational Church in Gloucester, Mass. To the Christian Endeavor Society and Sunday-school of that institution I owe much.

Like other boys I had always been told that I should be good and then would be happy, but like other boys I never believed it. I naturally tried to do as little as I could and get as much as I could. The change in my life came when I was making a study of the life of Sir Isaac Newton and came across his law of

action and reaction. Briefly this law is that for everything we do we get an equal reaction. If we boost others, others will boost us. If we knock others, others will knock us. If we help others, others will help us. If we abuse others, others will abuse us. It is the same principle as is expressed in the old saying, "every man is paid in his own coin."

My work with statistics soon convinced me that this law is absolutely true and applies to human relations just as it applies to economics, chemistry and astronomy. I began to experiment with it and saw that I could make others do things by doing similar things for them. In nine cases out of ten I was successful. As soon as I actually believed this law my business began to grow. Since then we have grown by making others grow and have succeeded by helping others to succeed. I ask no one to be useful for duty's sake. I do, however, urge those who have not done so to try this law.

## CARTOON SUCCESS

BY C. A. BRIGGS, NEW YORK CITY

*Cartoonist*

Success in cartooning is a matter of individuality. Take away the standpoint of indi-

viduality and a salient point toward success, complete success, is missing. I have always advised and do still advise the boy or girl who wishes to become a successful cartoonist to draw only on that subject which he or she best understands. Be an authority on your subject. Invent and draw only that which you understand. If you are to become a cartoonist of comedy, discover and analyze the things that make YOU laugh and the chances are that they are the things that cause others to laugh. If in a theater or a public gathering where people are being amused, ascertain and ferret out what it is that caused the laughter. In other words humor the public with their own foibles and they will like it. Be human.

Observation, constant alertness for the human quality is vitally important. No matter where you are, be a keen observer of human characteristics. You will so train your mind that it will eventually work for you automatically and you will always be thinking in the cartoon sense. Ideas for cartoons, of course, are of paramount importance. The drawing is merely the diagram of the idea and a means of transferring it to the public mind. You are thinking for them and thus to be human your thoughts must be coincident with theirs. To make a successful cartoon one need not strain

and pull and tug. Be natural and simple, not only in the quality of ideas but in their presentation. The public is not greatly concerned with perfect academic drawing, but one must draw well enough to make a pleasing and satisfactory presentation of the idea. Different ideas often suggest different treatment and in cartooning the beginner need not be slavish to "style." The same rule applies in writing, viz: Be Yourself. Conceding that the beginner has a sense of humor and a determination to succeed with a bountiful supply of individuality, there is no reason why the balance of the journey to success in cartooning shouldn't be comparatively simple.

## A GOOD EDUCATION AND A SANE, HEALTHFUL LIFE

BY HENRY T. RAINEY, CARROLLTON, ILL.  
*Congressman*

First: I had the advantage of being well born and by that I mean that my ancestors for many generations on both sides led healthy, sane, outdoor lives. They were among the pioneers of Kentucky and among the pioneers of Illinois. I have been unusually strong and healthy and have never been sick in my life.

Second: While in college I engaged in healthy, vigorous, college athletics. I was champion heavyweight boxer of my college during my entire course and I have kept up as much as possible since then a system of outdoor exercise and work.

Third: I was fortunate enough to secure a good education. I graduated from Amherst College in Massachusetts with the degree of A.B. Afterwards I studied law in Chicago and was valedictorian of my class in the old Union College of Law. I practiced law with energy and success for fifteen years and acquired the very modest competency I possess before going into politics. I have never been a candidate for anything except Congress and have served eighteen consecutive years in Congress.

Fourth: For a number of years I have lived on a farm and whenever I have any vacations, and while my vacations are not numerous nor long, I put in as much time as I can working with the men on my farm, thus keeping up my outdoor exercise and pleasures.

Fifth: I have led a sane, healthful life and have never used tobacco in any form.

Sixth: I am able when working to concentrate my mind on my work and find it in this

way possible to accomplish much in the hours I am engaged in mental work.

## GOOD COMPANIONS, OUT-DOOR SPORTS

BY C. G. HUTCHESON, KANSAS CITY, MO.

*Banker*

It was fortunate for me that when at the age of eighteen, coming to the city from a small country town to work in a bank as collector, I made the acquaintance of a bunch of fellows in the Y. M. Gym and formed a taste for athletics and outdoors. While these tastes persisted as time went on, it may have been equally fortunate that I did not particularly excel at any form of athletics, so that my attention was not diverted too greatly from business. I mention this, because I like to think of business as a game that one is playing, obeying the rules of good, clean amateur sport, and believe most business men will agree that most of the fun is in playing the game and the rewards, after being obtained, take secondary place in their thoughts, and most of them would like to go back and play the game over for the fun of winning again.

If I were giving advice to young men enter-

ing business, it would be to spend a part of their leisure time outdoors and become interested in some form of amateur sport, and thereby improve their physical condition and increase their business efficiency, as it is necessary for a business man to be strong and healthy, physically and morally. So, also, it is necessary for a boy or young man to be strong and healthy physically and morally, to succeed in athletics.

## GOOD PARENTS AND AN INSTINCT FOR HOLDING ON

BY WILLIAM ROSCOE THAYER,  
CAMBRIDGE, MASS.

*Author*

My first piece of good fortune consisted in my having honorable and cultured parents. When I was fifteen my mother took me to Europe (my father died when I was three years old) and I had the advantage of learning French, Italian and German in their native lands before I came to college. My living and acquaintances in Italy, and my knowledge of the Italian language had the greatest determining influence on me, for at seventeen I conceived the plan of writing the biography

of "Cavour," a work which came to absorb my thoughts and was completed and published in 1911, when I was fifty-two years old.

Next in importance came Harvard College, from which I graduated in 1881. My associations and friendships connected with Harvard have been very precious. Thanks to them, I was chosen editor of The Harvard Graduates' Magazine in 1892, and I remained its head for twenty-three years.

I have been greatly thwarted by bad health—how much, it is impossible to say. For five or six years after 1896 I was almost wholly incapacitated. Ill health taught the lesson that "half a loaf is better than none." My hopes and plans for an active, normal career being cut off, I adapted myself to making the most of what strength remained. I seem to have an instinct for holding on till the work in hand is finished. So may it be to the end.

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To plow and sow, to reap and mow,  
My father bred me early.  
For one, he said, to labor bred  
Was a match for fortune fairly.

—Burns.



EVEN ILLNESS NEED NOT PREVENT  
YOUR RIDING ON THE SUCCESS TRAIN

BY JOHN LUTHER LONG, ASHBOURNE, PA.

*Author and Playwright*

I fear that I should not have responded to your appeal to tell the youngsters how I “succeeded”—if that is what I have done!—had I not caught in your letter that magic phrase, May I Not? But to our muttons—if we are rich enough to have any—if any of my talented juniors wishes to go the course I had to follow in order to “succeed” I shall be mighty sorry for him. In that case he will have to have been ill for a very long time, been sent away by the tired doctors to die or get well, according to chance, and have to have been commanded to take his mind “off of” the practice of law, and think of something else. What he thought of was “Madame Butterfly,” “Miss Cherry-Blossom,” etc., which, somehow, managed to reach those mighty tough hearts and some others, always glad to be kind. (And, let not the T. J. begin his course by imagining that the world has few of these. It is full of ’em—even though his first book does not reach them. He must try

again!) From that to the making of plays and operas was a rather natural turn in the plain course. For, there are managers who think that to write plays badly but humanly, is better than to write them well and unhumanly. The badness can be bettered. But humanity cannot be bought at Wanamaker's. A tear, a laugh is sweeter when produced by real sentiment than by machinery. So, there you are! In one word—Accident! And though that word may not be as stimulating to your youngsters as "Excelsior!" yet, I fancy, there is such a thing as putting one's mind in the way of accidents—I am certain there is such a thing as putting one's body in the way of a railroad train. Well, perhaps there is such a thing as a success-train?

Que voulez-vous encore?

## HONESTY OF PURPOSE, DIRECTED ENERGY AND SPIRITUAL DEVELOPMENT

BY P. A. BYWATERS, DALLAS  
*Wholesale Grocer*

The foundation for whatever success I may have attained in life is due to the careful childhood teaching of my parents.

In later life, the development of three dis-

inct elements have contributed to my success—the body mental, physical and spiritual.

Every day I endeavor to develop each of these necessities. From the moment of arising in the early morn until office hour I like to dwell upon the thoughts of praise, thankfulness, my duty toward mankind and my spiritual relationship to our Creator. This places my mind in a proper mood for the business hours.

During office hours my time is given wholly to the business problems of the day, endeavoring to make each moment one of value, and to give a little more service than is expected of me. And when I leave the office at the end of the day, all business cares are locked within the office. My time is then directed toward the development of the physical body in some form of outdoor exercise.

I am a very close observer, and go into minute detail of the many things in which I come in daily contact. This affords me increased knowledge and a diversion of mind.

The personality that appeals to me most is that of a pleasant disposition, courtesy, and consideration for the opinion of others.

A smile on the countenance is of more value to the business world than volumes of knowl-

edge behind a frown. A smile exacts little effort and is a most valuable asset.

My observation and experience prove to me that honesty of purpose, temperate habits, well directed energy and spiritual development are some of the requisites of a successful life.

## DIRECTING YOUR EFFORTS TO REACH YOUR GOAL

BY REAR-ADMIRAL BRADLEY A. FISKE,  
NEW YORK CITY  
*U. S. Navy*

Every young man should make a picture in his mind of the kind of a life he desires to lead. After this picture has been thoroughly imprinted on his mind, it will be the beacon that will guide his steps.

It is important, therefore, for the young man to decide what kind of success he desires. If he decides that it is to make money, his efforts will be directed to making money; if it is to achieve fame, he will work for fame; if it is for power, he will work for power; if it is for pleasure, he will seek pleasure; if it is for ease and comfort, he will seek them; if it is for a godly life, he will seek that.

With the majority of young men, however, the picture imprinted on their mind is not

very clear or bright, and never becomes deeply imprinted; with the result that most men do not follow a straight path toward success of any distinctive kind, but deviate continually to the right, and then to the left, as some novel attraction beckons to them. It is for this reason that most men never achieve success of any kind, even unworthy success. They drift through life, as a piece of wood drifts on the surface of a flowing river.

It is better to do this than to achieve success in gaining an evil object or to achieve even a success that is not itself evil but is gained by evil methods. The only way to achieve a worthy success by proper methods is—first, to make a mental picture of a noble life, and then walk straight toward it.

### GODLY PARENTS, LOVE OF WORK, AND FRIENDS

BY CHARLES F. THWING, CLEVELAND, O.

*President, Western Reserve University*

In this autobiographic note, I wish to refer to three things:

The first is the worth of godly parents. In my boyhood's home, religion was the chief concern. The church was dearer than business—and business, be it said, was not neglected. The reading of the Bible and prayers,

each morning and each evening, were beautiful and moving. To love God and to keep his Commandments were constant teachings, and they were presented as the chief duty of man, and especially of the boy.

The second thing is the love of work, and of work with a force which is called "mind." To use one's mind is among the greatest of all satisfactions. Sound health has been given me for the doing of intellectual work. In performing this work, and as a work itself, I was given an education which was, and is, simply priceless.

The third item is that I have been, and still am, rich in friends. What have my friends not been to me in all the days from the Phillips Academy time down to the present hour; my joy, my consolation, my ever-present sense of gratitude, my constant inspiration, my crown! Some of them call me by my first name, and I do them—Henry, Talcott, George! Some of them have gone to heaven. But they are ever present to me here, and known as Dick, and Teddy. But, wherever they live to-day, here or there, I love them and I believe they love me. However far afield they go, I hunt with them on the unfenced plains of thought and deathless affection.

INTUITION, IMAGINATION, DAUNT-  
LESS COURAGE

BY DAVID BELASCO, NEW YORK CITY  
*Dramatic Author and Theatrical Manager*

Hardly a day passes but someone asks me the secret of success. I can only say that its essentials are intuition, magnetism and intelligence. One of the greatest pleasures of my life is in taking raw material and developing and moulding it. I do this more for the pleasure of the work than for the results attained. To me it is a delight to play on the human emotions; to watch the bud of imagination expand and the innate but dormant gifts awaken and come to life. I like to reach into the very soul, to play on the sensibilities and to bring out all that is best in the individual.

Were this not true—did I not enjoy the hard work of training promising material for the stage—I would never do the hard work required. The results attained are not always worth the effort to one who does not truly like the task.

There are a great many applicants for positions in my companies. I see as many of them as I can and usually I reach a decision within a few moments. I notice the tone of the voice,

the carriage, the expression of the face when talking or smiling; the manner of sitting down and getting up; the readiness with which replies are made to questions. All of these matters help me to reach a decision, though I am guided more by my intuition than by any tangible reasons.

But to develop and progress in the theatre or anywhere else one must have the temperament that will allow no obstacle to stand in the way, to be daunted by no ill fortune, cast down by no difficulties and one must always have imagination enough to see the goal of success ahead and keep striving to attain it.

### MUCH RESPONSIBILITY, PLAYING THE MAN, AND DOING A LITTLE BETTER ALL THE TIME

BY CHARLES FREDERIC GOSS, CINCINNATI, O.  
*Clergyman and Author*

In response to any request for information, as to what influences, purposes, efforts, ideas, or experiences may have contributed to their "success," ninety-nine men out of a hundred, over sixty years of age would be more than likely to drop into moody silence, so much do their lives look, to themselves, like utter failures.



If the author of these words, however, were inquired of, "What has most conduced to sustain your purpose to make the most of the meager gifts of your birth?" he would answer:

First: An early implanted conviction of his moral responsibility to God for a proper use of whatever powers he did possess.

Second: The expectation of his friends that he would "play the man."

Third: The rugged discipline of a ministerial experience on the frontier and in communities where his profession gave no prestige and influence could be acquired by no other means than "ringing true."

Fourth: Failures enough to keep him humble, and

Fifth: Achievements enough to sustain his hope of doing a little better all the time.

## SUCCESS IS BEING USEFUL AND PROTESTING AGAINST WRONG

BY CHARLES EDWARD RUSSELL,  
NEW YORK CITY  
*Journalist and Author*

Having looked upon this world for eight times seven years I am prepared to tell any young man, or others that may be interested,

that there is no such thing as success as it is usually pictured to the youthful imagination. The biggest material successes in life are its ghastliest failures. There is nothing in heaping up money; anybody can do that and it isn't worth while when it is done. There is nothing in professional success; the biggest men in whatsoever profession to-day will be scorned to-morrow and forgotten the next day. There is nothing in political success; it is always won with compromise and compromise is dirty business. Well, then, what is there that is worth doing? Wherein lies any success worth striving for? Why, in nothing on earth except service. Be of use. It's the only ambition any sane man ought ever to entertain. To be useful though obscure is worth a million times more than to be useless and rich, famous or what idiots call powerful. We live in a world abounding in wrong, injustice and oppression. The highest type of success is some form of protest against these. Even if apparently unheeded in our time it goes on and will be producing good when we are forgotten dust.

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“Say to yourself, ‘my place is at the top.’ ”  
—*Carnegie.*

CONSCIENTIOUS WORK, LOYALTY,  
ECONOMY AND GIVING  
THE BEST

BY ALLAN C. EMERY, BOSTON  
*Wool Merchant*

Whatever measure of success I have achieved in life I owe to conscientious, consistent work—added to this I should say was learning to concentrate on the thing at hand and a determination to put it through to a finish. I would not fail to mention loyalty to my employers, seeking to make myself so valuable to them that they would feel they could not get along without me.

I was careful to do little things well, so that I would be trusted to do more important things. I never watched the clock, and believed that overtime work when necessary, even without extra pay, was part of the game which I was glad to play. I never got in the habit of borrowing money and living beyond my means; was careful to pick good associates and spent considerable time in the presence of honest and successful men older than I.

I chose to be honest and truthful realizing that character counts for more than ability.

I soon found out that if I would give of

my best the best would come back to me. Whereas, the boy who was always on the get, and had nothing to give would soon be told to get out.

Last, but by no means the least, I was fortunate in marrying a noble Christian girl who was always eager to coöperate with me to the fullest extent regardless of any personal sacrifice. Personally I would not wish to be successful without contentment, and this I secured when as a young man I became a Christian by accepting the Lord Jesus Christ as my Saviour. I, therefore, take more pleasure in being known as a Christian business man than as a successful business man.

## HAVE SOMETHING WORTH SAYING— SAY IT CLEARLY

BY FRANCIS ROLT-WHEELER,  
NEW YORK CITY  
*Author and Editor*

As a writer of boys' books, I ascribe my success to the fact that I have never written DOWN to boys. I began my work as a writer of boys' books because I found, while a hospital chaplain, that there were few American books that I could recommend to the suffering patients in the children's wards. Fifteen

years ago, the boys' books published in America possessed—or so it seemed to me—one of three faults: either they suggested that the acquisition of money was the chief end of man, or they urged Sunday-school morals as a necessary mental attribute, or they presented crime as a thing to be glorified. I refrain from giving invidious examples. I found, also, that while English boys' books were excellent, they did not appeal to American boys. I believed then and believe still, that red-blooded manliness and the spirit of adventure are necessary requirements in such books and I have always believed that the mind of the boy is very ready to grasp big truths and facts if presented to him in boy-fashion. Therefore I have sought and found the truest actual adventuring of the present day in two great fields, government expeditions and scientific expeditions. I sought truth and exactitude by always sending my manuscript to an expert in the subject in which I was writing, since no writer can expect to be an authority in every branch of science. Thus I found a real field, and my books secured authenticity and permanent value. That my circle of readers is ever increasing I ascribe to BIG THEMES and ACCURACY, rather than to sensationalism or

style. The first two rules of authorship, it seems to me are, First: have something to say worth saying; and Second: Say it clearly.

## BEING AN AMERICAN MEANS OPPORTUNITY FOR SERVICE

BY RABBI STEPHEN S. WISE,  
NEW YORK CITY

If I have a message for young men it is to remind them how envious we, their elders, were in the '70's and '80's of the last century, because we felt that the last great deed of earth had been done by the men who battled for the Union and for the liberation of races during the Civil War. Within a few years, there came another opportunity to serve our nation and the cause of freedom and our sons, the elder brothers of those to whom I am writing, took up the burden with all the courage and nobleness of men and brought honor to America and freedom to the world.

I do not know whether such struggle will ever come again. Devoutly do I pray that earth may never again be scourged by such a war as that which the Allies and we have won. But whether or not actual warfare is to come, I would say to my young friends that America

is only in the making, that nothing more than the foundations have been laid, and that what America is to become will be determined not by what Washington said or Lincoln wrought or Roosevelt and Wilson did, but by what they in the days upon us are to do for America. America means the opportunity to work out the experiment of democracy, a form of government in which law is supreme,—law rooted in and ever making for justice.

The important thing is not to cry out against those who misunderstand America and fail to love it as it deserves to be loved, but to make America so beautiful, its life so fine, its spirit so holy as to compel the love of men in a way which can never be attained save through spiritual example and leadership.

**My motto for American boys would be,—Americans for America and America for the world.** We love and would serve America,—not that America may be greater than other lands or richer than other nations or more powerful than other commonwealths, but that America through our service and sacrifice shall be first among the peoples of earth in that leadership and service which is the patent of nobility for men and for nations alike, and no real nations exist without them.

A MOTHER'S CHARACTER AND COM-  
PANIONSHIP, THOROUGH WORK, A  
LOVE FOR TRUTH AND PURITY

BY HAROLD BELL WRIGHT,  
HOLLYWOOD, CAL.

*Author*

So far as a man may know himself, the things that have contributed most to my success are:

A vivid memory of mother's character and of her close and sympathetic companionship with me, up to the time of her death, when I was ten years of age. Through the critical, character forming years of young manhood—when I was forced to live in close contact with the most debasing social element—it was this living memory of mother that kept me clean and enabled me to maintain a moral standard which has always entitled me to a reasonable degree of self-respect.

A capacity for hard work,—first acquired under the compelling force of work-or-starve conditions—increased as the work habit grew in strength—finally established when work became a disease from which I hope never to recover.

A passion for perfection which permits me neither rest nor peace until I have finished, so far as my ability allows, any work undertaken.



To be forced by any cause to leave a work unfinished, when I am conscious of the power to carry it a degree farther toward perfection, gives me actual pain. To carry a given work to a point as near perfection as the limit of my power permits, affords me the greatest delight.

Natural and cultivated powers of observation, analysis and deduction.

A sincere love for truth, purity, and beauty.

Ability, natural and cultivated, to most keenly enjoy and, to some extent, understand and appreciate nature.

## THE INSPIRATION FROM GOOD READING AND ABLE ASSOCIATES

BY ARTHUR E. MORGAN, DAYTON, O.

*Civil Engineer*

A boy broken in constitution by meningitis, I lacked self-control and ability even to make the serious effort which must precede all accomplishment. My only hope was that men have undiscovered and almost unlimited recuperative powers, and I determined to become reasonably well and strong. I succeeded, and with higher hopes would have gained almost perfect health.

Living in a village I longed to know great men, but there were none. So I read books. There I found the best thoughts of the world's greatest men on the issues of life. Belief in fine human qualities has opened the way to associations and friendship with fine men and women. Observing that much of what people know is not so, I have sought to have an open and inquiring mind. To thoroughly think things out and try things out independent of precedent and cynicism is good. Absolute surrender to one's convictions makes the sincere man, but along with that surrender rigorous examination of one's convictions, especially when they depart from general human experience, is necessary to preserve sanity. I believe in life. Faith that all is well does not rest on a creed, but is an inheritance which men cannot lose except by disease, mental deformity, or false teaching.

By choosing a new profession (flood prevention engineering) I had the opportunities of the pioneer. After self-analysis I chose business associates who are strong where I am weak. Most great achievements are not alone personal, but to a very great degree the fruit of co-operation. Success consists largely in having a clear vision of the desired end, and in bringing to pass the necessary coöperation.

A GOOD MOTHER, CONSCIENTIOUS  
WORK, OBEDIENCE AND TACT

BY MURRAY CARLETON, ST. LOUIS.

*Merchant*

Whatever success—I do not measure success by the mere acquisition of wealth—I may have achieved in life is to be put down to the credit of my sainted mother's teaching and advice. From my earliest recollection, as a mere lad, both by example and precept, she taught me to live by the "Golden Rule." She impressed upon my young mind and heart to never swerve from right doing, and to put conscience into all my work; that while for the time being it might mean drudgery, be commonplace and uninteresting, in the end it would result in establishing a standard for reliability and integrity. And, aside from human frailties, in all the years ago I have sought to live by that standard.

This is my message to worthy, aspiring young men: The immediate present time offers more, and better opportunities than ever before in the history of our country, for worthy young men to achieve success, assuming that they have the requisite mental fitness, a willingness to obey authority, are in-

dustrious and conscientious in the discharge of duty, and possess the tact to attract at the right time the favorable attention of their superiors.

MASTERING DETAIL, THINKING  
AHEAD OF THE WORK AND  
PERSISTENT AND TIRE-  
LESS ENERGY

BY DANIEL FROHMAN, NEW YORK CITY  
*Theatrical Manager*

The outstanding fact that occurs to me, as a point for an incentive to young men to rise, is to make yourself valuable to your employer. No one can succeed to eminence in his profession, whatever it be, if his eye constantly seeks the time clock. To master every detail of his job advances his value and importance. To think ahead of his work is to develop his usefulness. It develops initiative and confidence. It becomes a habit, and these habits put the man above his fellows. My first job was that of errand boy. My second was that of an advance agent to a traveling theatrical company. My next was the taking charge in New York City of a local theatre—until finally I had the good fortune to occupy my own New York theatre, and my own play producing companies. I

attribute this series of advances not to any brilliant methods, or spectacular efforts, because I am a simple, plodding person, but to the faculty of doing everything I had to do, instinctively, with persistent industry and tireless insistence to get all that was possible out of my duties.

## GOOD HABITS, PERSEVERING EFFORTS AND A WELL ORDERED LIFE

BY J. K. GILL, PORTLAND, ORE.

*Merchant*

My parents came to this country from England when I was thirteen years old and settled in Worcester, Massachusetts. Our means being limited it was necessary for me to begin working at this early age. I worked in a cotton factory from 5 o'clock a. m. to 7.30 p. m., with one and a half hours off for meals. I attended the village school during the winter when possible. When seventeen years old I was transferred to work in a machine shop. Up to the day of my majority all of my earnings were given up to my parents, except what I had earned in working "overtime."

About this time I united with the Methodist Episcopal Church. I had an academic

course for three years but on account of trouble with my eyes I gave up the idea of going to college, much to my regret. During these three years I was greatly concerned as to what I should do for my life work.

At twenty-five I had an opportunity to acquire a small book and stationery business. I had no capital, but was afforded the little credit I needed. I was at the store early and late—was janitor—store clerk—buyer—salesman and bookkeeper. My industry and attention to business details was noticed by my friends and as new credit was needed it was afforded me.

What success I have obtained is due, I think, to good habits, a well ordered life, steady and persevering effort. My experience as well as my observation verifies the saying of Poor Richard—"Keep thy shop and thy shop will keep thee."

## PERSISTENCY, INTEGRITY, PATIENCE AND WILLINGNESS

BY C. C. GEORGESON, SITKA, ALASKA  
*Agriculturist*

The salient points which have counted for success in my career may, I think, fairly be classified under two main heads, namely, PER-

**SISTENCY and INTEGRITY.** I persisted in obtaining an education. I have persisted in following the courses I had set from time to time, in order to reach one goal after another. Any boy, or young man, who has "sticktoitiveness" enough to follow a well-chosen course, even though thwarted by untoward circumstances, will eventually reach the goal he has set for attainment. Integrity is even more important. A man must, above all things, be trustworthy. On leaving college I became assistant editor on a weekly paper published in New York. After I had become familiar with the work the proprietor, who was also editor-in-chief, became seriously ill, and although I was the youngest of the office force, both in years and in service, I was put in charge of the paper, and I ran it successfully for nearly a year and a half. The experience proved to be of great value. The deciding factor in confiding the business to me was the fact that I could be trusted.

Any ambitious young man, who is endowed with the qualities of persistence and integrity, which include patience, willingness for hard, honest work, trustworthiness and honorable conduct under all circumstances, can reach almost any goal he may desire, that is if he has exalted ideals.

## KNOW WHERE YOU ARE GOING, KEEP ALWAYS IN MIND YOUR OBJECTIVE

BY JOHN G. LONSDALE, ST. LOUIS  
*Bank President*

If I were called upon to name the one precept that will guide a young man to success I would say this: Know where you are going; strive for a set mark.

The crowd moves aside for the man who is making a straight-line course for a given point.

Short, firmly planted steps toward a preconceived goal accomplish more than lengthy meanderings in circles.

Actions, though of seeming inconsequence, are ever more potent and productive than dreams of giant deeds.

"All agreed," you reply, "It's an excellent precept. But I have a morocco-bound book of excellent precepts. What I want to know is how to get out of the rut and increase my salary."

You are quite correct—let's get down to business. You are a bookkeeper in a big business establishment, aren't you? Look around you: What job, better than yours, do you see that you are qualified to fill? Do some think-



ing on this point; don't make your selection at random. But when you do make the selection, then fix that better job in mind as your objective to be striven for daily by work and study until you reach it. And when you do reach it, select another objective without delay—and so on throughout your career.

The mountain climber plans his course a rod at a time. He intends to reach the top eventually, but, from moment to moment, he is striving for the point just above him. The huntsman who bangs away at the whole covey of rising birds bags not nearly so many as the one who aims at, and brings down, one bird after the other.

And so I say to you with reference to the mountain of success and the covey of opportunities: Be satisfied with one step at a time, and with one opportunity at each shot.

## A GOOD WIFE, GOOD HEALTH, AND A SOUND PATRIOTISM

BY JUDGE ISAAC FRANKLIN RUSSELL,  
NEW YORK CITY

Definitely aiming at becoming Professor of Law at the New York University, I took post-graduate courses at Yale where I received my doctor's degree in 1880. I then delivered

without remuneration six lectures on Roman law and was in consequence appointed in 1881 to my present post of duty, where I have given instruction to many thousands of men and women, of whom a goodly number have achieved distinction in congress, the United States senate, and as judges of the New York supreme court, as governors of different states and as college presidents.

Writing books with perfect fairness, as I believed, I have had my own works cited as authority against my contentions at the bar.

Hoping to receive a judicial appointment some day, I abided my time in silence till Mayor Gaynor, on his own suggestion solely, and when I was pleading for another, made me chief justice.

My successes, however humble, I ascribe to my wise selection of a wife, who has won such prominence in New York City, that I am now known and distinguished as Mrs. Russell's husband. We gave our boys the best education available in our country, which one of them supplemented at Oxford University, as the first Rhodes scholar from this city. We inculcated at the start that patriotic sentiment that carried two of our sons to the firing line in the war, and two of them to officers' commissions.

Retired from the bench and back at the bar, I rejoice in the good health—Heaven's best endowment—which has enabled me to serve the university without losing a day on account of ill health in forty years.

I appreciate the dignity of humble life, leave others to fret with vain ambitions, and am happy in reading French novels in my hours of increasing leisure. I find diversion in after-dinner speaking, which in my judgment is a most powerful means of influencing public opinion, while it promotes good digestion and furthers the brotherhood of man.

## DOING THOROUGH WORK AND KEEPING TO YOUR IDEALS

BY FRANK S. ONDERDONK, SAN ANTONIO  
*College President*

If I have ever in any measure succeeded or been able to "make good," the fact is due to a few very simple things. In early life I developed the habit of trying to do everything in the very best way possible. I remember as a boy when I hoed in the cotton field, my companions would at times leave me far behind, for the simple reason that I would not consent to leaving sprigs of grass close to the growing

stalks of cotton, simply for the sake of making speed.

When I chose my life's work, which was that of the Christian ministry, I gave myself completely to it. I have sincerely tried to allow nothing to keep me from giving my best to it. Temptations to money making have come, but I have turned down opportunities for so-called "investments," believing that a minister can do "this one thing" only.

I have never been what is called a "book worm," but have always been a reader of good books and a close student of one Book. I have put in more study on how to find the easiest approach to human hearts than any other thing. This has forced me to see that this is obtained largely through maintaining a cheerful disposition, giving one's self to unselfish service to others, and in being absolutely simple and sincere in my private and public life.

## AIM HIGH, INFLEXIBLE DETERMINATION, REMEMBER YOUR GOAL

BY GUY CARLETON LEE, CARLISLE, PA.

*Publicist*

Wealth is easy to attain, difficult to retain  
and of no value when unaccompanied by health

and happiness. Wealth will not give either health or happiness but through health one may have the happiness of accumulating wealth.

The first million is the hardest to win, the subsequent millions are frequently the result of circumstance and association, but in any case the product of the first.

To make money a thousand ways are open and you may select your own way but in the following of the way lies the difficulty. Aim at the unattainable. Do not be deterred by any consideration save those that determine health and happiness. If obstacles are in your way remove them; gently, if possible, for bruises last in memory. If you cannot remove the obstacles, destroy them; if unable to destroy, go over them; if that is impossible, go around them, even though you retreat to do so. The one thing to remember is your object, the one goal to reach is your object. Let nothing stop you and if you will it so nothing can, save temporarily. My motto is "Me Collego ut Caedam"—perhaps it will profit you to also say "I draw back only that I may strike."

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"Put all your eggs in one basket, and watch that basket."—*Carnegie*.

## FAITH IN GOD, FAMILY ASSOCIATIONS, AN UNDIVIDED MIND

BY RUSSELL CECIL, RICHMOND, VA.

*Clergyman*

The principal elements that have contributed to whatever success in life I may have attained are:

1. **Faith in God, in truth, and in righteousness.** I am a firm believer in Jesus Christ, as God manifest in the flesh, and at the age of sixteen I gave my heart to Him and identified myself with His church. I live and value the truth and am convinced that no lie is the truth; that the righteous life is pleasing to God and will be rewarded.

2. **Christian family associations.** My parents were devoted Christians; my father an elder in the Presbyterian Church, successful in business, a man of lofty integrity and honor; my mother a woman of deep piety, unusual mental vigor, wide reading, and holy ambition for her children. I had two brothers and two sisters all of whom became Christians, and have been useful and influential in the communities in which they lived. My own wife has been a sacred inspiration in my life, and our five children, three sons and

two daughters, are also Christians, and have entered upon the duties and responsibilities of life in such a way as to promise success of the highest kind.

3. **An undivided mind.** When I gave my heart to Christ it was once and for all. I have often failed to reach my ideal of the Christian life, but I have never had any inclination to turn away from Him "who loved me and gave Himself for me." When, after a struggle, I decided to become a minister of the gospel, I made a covenant with my own heart and with my Master "This one thing I do." Nothing has helped me more in life than my unwillingness to be diverted by anything from my main purpose. Unworthy as I have been I have not permitted myself to forget that I am a herald of the blessed evangel.

4. **My willingness to work.** I have accomplished nothing without conscientious labor. To me it is holy, honorable, indispensable. The workers in the world are the benefactors of the world.

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"Enthusiasm breakfasts on obstacles, lunches on objections, dines on competitors and rests in the peaceful slumber of their scattered tail feathers."

DOING SOMETHING ALL THE TIME,  
DOING IT WELL, AND DOING  
IT PROMPTLY

BY MAJ. GEN. HENRY T. ALLEN  
*U. S. Army*

In the welfare of the young men lies the future of the world. At the present time humanity's greed and selfishness are so pronounced that optimists have reason to feel that their faith in mankind is misplaced. Still out of the world war's unsettled aftermath will eventually come a stabilization that will hit the pessimist a hard blow. Situated here in West Central Europe, with exceptional facilities for getting information and news from all parts of the troubled world, I ponder over the unfortunate situation in which practically all the states, preëminently the new ones, find themselves. Their great and essential need is work, work, and then more work, in order that the populations may be fed, disorders eliminated, and normal trade, commerce and living conditions be reëstablished.

The present chaos confirms me in the wisdom of the advice I have frequently given officers on their debut into the service: Do something all the time regardless of what it be,



provided it be honorable. With that should go the old adage: If it's worth doing, it's worth doing well. And not less important to success in the military administration and presumably in all businesses, is the useful motto: Do it now.

Whatever amount of success may have come to me can well be attributed to the fact that I have endeavored to do **SOMETHING** all the time, to do it well, and to do it promptly.

First and foremost, however, every individual should endeavor to estimate correctly and consider justly the viewpoint and welfare of his fellowman. This line of conduct greatly enhances the satisfaction of living and is likewise an important factor in success.

## A DEFINITE OBJECT AND SACRIFICE

BY W. REES JEFFREYS, LONDON, ENG.

*Road Builder*

Success in life depends on having a definite object in view, and making the necessary sacrifices to attain that object. These include the sacrifice of leisure, of comfort, of pleasure, and of many things that are usually considered to make for happiness in life. Whether the results achieved are commensurate with those

sacrifices is very difficult to say, and probably the person who has made the sacrifices is least capable of judging.

## LOYALTY, HARD WORK, AND A SPIRIT OF WILLINGNESS

BY ALFRED LEE SHAPLEIGH, ST. LOUIS, MO.

*Merchant*

It was always my effort when in the employ of others to volunteer to do a little more than I was paid to do. I always tried to be loyal to those who employed me. I was careful to associate myself only with those in whose character and ability I had confidence. I endeavored to establish friendly relations with all of those with whom I came in contact, whether below me or above me.

To a young man in someone's employ, I believe the "volunteer spirit," a readiness to accept any task and then show a desire for more, will do more for him if he has ordinary ability than any other one factor. In any department of business activity, whether as an employer or as an employe, hard work and a spirit of willingness will do more for one than anything else I know. Try this out in your own life.

## HEALTH, SERVICE, PATRIOTISM AND CHRISTIAN WORK NECESSARY

BY MAYOR J. M. SWITZER, DAYTON, OHIO

**Preserve health.** Strive to do the things that will keep the body strong and healthy. Avoid doing anything that would have the reverse effect.

**Nothing will take the place of work.** The most successful men are those who work the hardest. Edison may be a genius, but his accomplishments have been due to hard work and sacrifices that most of us do not care to make.

**Remember that anything worth doing at all is worth doing well.** In other words, always be and do your best. You may be an employee, (most of us are) but you are working for yourself, and there is nothing too good for you, is there?

**Make your word good.** Promise little and do more than you promise rather than less.

**Courtesy, kindness and humility pay under all circumstances.** These are characteristics of the really big man.

**Patriotism is love of country,** and that begins at home. Strive constantly and unselfishly for the welfare of the people of your com-

munity—your friends and neighbors. If anything is right, be for it.

This last point is the most important. Be an active worker in your church. Let your religion mean something to you and to others with whom you come in contact. It is not impracticable. It should be your guide daily. Apply it in all your relationships, seven days in the week. It not only fits for this life, but for the life beyond—eternity, and that's the most important thing of all.

## CHARACTER FOUNDED ON CHRISTIAN IDEALS

BY WILLIAM H. PARSONS, NEW YORK CITY  
*Merchant*

A good mother and a good home and a good education are the three things which are most likely to equip a man for success and the value of each is about in the order stated.

One who has a good mother should prize the possession above all else and strive to be a comfort and joy to his mother and not negligent in expressing the obligation in words as well as in deeds.

For a good home one should always be profoundly thankful and should so live as not only to receive strength and happiness from

the home life, but also to add to its cheer and intellectual and moral influence.

A good education, and especially a college education with its opportunities for making friends and its advantages for development, is a thing one must always be profoundly thankful for and it is, or should be, a bright abiding star in one's life.

And yet neither nor all of these advantages insure success; the great prerequisite is character and, above all, character founded on Christian religion and Christian ideals.

We are considering success in its broad meaning, not merely business or social or athletic success, though Christian character is profitable for all of these; we are considering the success which makes life worth while, a life which shows results, which makes another human being happier and the world a little better and a little nearer the ideal, and this is the life worth living.

## BEING VITALLY INTERESTED IN ONE'S WORK

BY GEORGE BIRD GRINNELL,  
NEW YORK CITY  
*Editor and Author*

I have gone through life rather acting on the suggestion expressed in the cant phrase

“saw wood and say nothing.” I have tried to saw wood hard and the practice of sounding one’s individual trumpet never greatly appealed to me.

The most effective way to success for any young man is that he should stick to his job. The recommendation is commonplace enough, but following it out implies an interest in his job—something that I suspect many young men lack but that all must have if they are to succeed. Without that interest, the man is a mere wage earner, and cannot hope for advancement.

Even if a young man can not be interested in his own particular job, let him at least be interested in something. It makes no great difference whether that interest be in collecting postage stamps, in a mechanical tool, in a game, in reading, or in the study of birds; but if he is not interested in his job and is not continually thinking about that, he must have some interest to occupy the hours that he passes away from his business. He must have an interest, and should have a hobby.

Such an interest will keep his wits working, will keep him out of mischief that some young people tend to get into, will make him interesting to the people that he is thrown with, and may offer him an opportunity to get into

some occupation which will enable him to follow out any special bent that he may have and so may lead him to a work that he will love. Work that one cares for will be undertaken with seriousness and with industry, and industry and growing efficiency must mean advancement.

## EARLY TRAINING, INSPIRATION OF TEACHERS AND HONEST WORK

BY MAYOR J. E. MEYERS, MINNEAPOLIS, MINN.

I believe that whatever degree of success I may have attained, could be attributed largely to the following factors:

From parents and grandparents I received, by precept and example, the teaching that a boy or man, if honest and truthful, is the equal of anyone, and that one's self-respect is more valuable than the regard or adulation of others.

The inspiration of teachers, especially men, in my school career, and my experience in earning my own way from the eighth grade, through high school, gave me confidence to succeed in my work, whatever it might be.

Belief that all honest work is honorable and in work and business affairs, doing more than

I am paid for and never letting the balance of obligation be against me.

Being taught, and realizing as a boy, that more spent than earned meant failure and misery.

Willingness to note and profit by experience of others and appreciating that the knowledge of the contents of good books is one's best friend.

History and biography of great men of all ages, but especially those of America, convinced me early in life that not shrewdness, cunning, tact, efficiency or any other quality was so essential to one's success as the confidence created in our dependability.

## KEEN INTEREST, ENERGY, LOYALTY, AND INTEGRITY

BY ERNEST T. TRIGG, PHILADELPHIA  
*Merchant*

It is very difficult for anyone to give more than general suggestions or rules which contribute to the success of young men starting out in the business world. It is my personal opinion that the keenest sort of interest in one's work coupled with energy, application and complete integrity and loyalty are the prime essentials. Unless a young man feels a



real personal interest, and approaches his work as a pleasure and performs his duties not on the theory of doing only enough to "get by," but because he likes the work and is interested in its development,—he cannot hope to succeed.

## HARD WORK WITH CHEERFULNESS, WITH HONESTY AND FRUGALITY

BY J. G. OLMSTED, DES MOINES, IA.

*Manufacturer*

I feel if there have been achievements in my life they surely have been small. Looking over the past sixty years, those which stand out as milestones along the road are: 1st, My boyhood life on the home farm; 2nd, When seventeen years old the wheeling of freight for the Rock Island Road at \$1.10 a day, days of from ten to twelve hours long; 3rd, The borrowing of \$3,000 to buy an interest in a wholesale shoe house; 4th, Joining the church at twenty-one years old; 5th, At forty years of age accepting the chairmanship of the Y. M. C. A. for Iowa.

These five salient points made up the foundation with the knowledge that honesty and uprightness, frugality along with generosity, hard work with cheerfulness, willing to help and receive help would make any young man strong and a leader. I strove to keep along this road of life. And whatever success I have is because of them.

HAVING A SPECIAL TALENT FOR  
ONE'S WORKBY GEORGE BERNARD SHAW,  
LONDON, ENG.*Dramatist*

My success in life, in the vulgar sense, has no lesson for any boy. It is due to the accident of my being born with a special talent for writing plays, and to certain legal institutions which enable me to appropriate a percentage of the money that other people earn by performing them.

This has enabled me to succeed without the selfish ambition and devotion to money-making which, in our social conditions, are indispensable to success in climbing on the shoulders of one's fellow-citizens without being better men than they.

CHARACTER, A HAPPY MARRIAGE,  
ATTENTION TO DETAIL

BY EMIL MEDICUS, CHICAGO

*Flute Virtuoso*

The success that has fallen to my lot, I owe to three things, i. e., character molding in a Christian home in youth; the pursuit of an

ideal, in early manhood; and a happy marriage with one wholly in sympathy with my work and ideals. The implanting of the seeds of right living and right doing in an atmosphere of thrift, germinated into a desire to be something in the world; the unswerving pursuit of an ideal under trying circumstances brought home the realities of life and served as a spur for greater and nobler efforts; while a happy union promoted sturdy development untrammelled by the usual distractions that become a part of mismatings.

My secret of success lay in early recognition of that work which I would rather do for life than any other; the desire to perfect every detail to the very best of my ability; and the will to sacrifice all, if necessary, in the pursuit of the ideal. At no time were the financial possibilities permitted to influence my course of action. The knowledge that God had bestowed upon me a talent and had given me health and strength for its improvement as a part of the great plan of life, proved too sacred a trust to become violated. Faith in myself to ultimately surmount all obstacles kindled the fires of hope which burned unceasingly for the consummation of an ideal of life free of selfish interests.

Did it pay? In dollars and cents, not near

as well as would have resulted from other activities, but when measured by those things that are above price, the dividends proved enormous.

CHARACTER THE FOUNDATION,  
SUCCESS IS A CLIMB, FAITH  
AMBITION

BY SAMUEL FLETCHER KERFOOT,  
ST. PAUL, MINN.

*President, Hamline University*

The writer had a good start in his forbears. Christian parents formed a good atmosphere to grow in even though the child seemed puny in physique.

Three facts were early learned—first, that character was basic to all true success; second, that success was the upward way and meant a persistent climb with a victorious trial of will and strength such as would overcome both the weariness and the pain of each day's work; third, faith that the one who did his part in honest toil and in worthy character-building could expect both God and man to back him in the life struggle.

As a youth of nineteen my ambition was registered to reach some day the dignity of

President of the college which became my Alma Mater and which I now serve.

Many times when a student and since, when stranded financially and without outlook, have I been buoyed up by the confidence that with my best effort the way would open,—and I have not been disappointed. Character, work, and faith are the important steps in life's stairway.

## GOOD HEALTH, A SENSE OF HUMOR, DECISION

BY HENRY CECIL WYLD, LIVERPOOL, ENG.  
*University of Liverpool*

My only claim to escape complete oblivion rests upon certain literary industry and the influence I have been able to exert upon my pupils. In so far as my contribution to the subject I profess has any value, and if my teaching has been of use to those who have submitted to it, I can only attribute these results to good health, good spirits, a sense of humor, and a capacity for making up my mind what I would do and for sticking to it till it was done.

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“The lazy man has always failed in every spot and everything.”—*Kaufman*.

## NO EXCELLENCE WITHOUT LABOR AND RIGHTEOUSNESS

BY CHARLES LUKENS HUSTON,  
COATESVILLE, PA.  
*Manufacturer*

I have sought to follow the Scripture injunction "Seek ye first the Kingdom of God, and His righteousness, and all these things shall be added unto you" (Matt. 6:33), and "Except a man be born again he cannot see the Kingdom of God" (John 3:3), and that without Christ in the life nothing of real value can be accomplished.

I have an ever increasing conviction that the old adage "No great excellence without great labor" still holds good, especially when combined with a careful and intelligent study of conditions and circumstances, which will enable a given amount of labor to accomplish the maximum of result, and that the old condition which man brought upon himself, as announced to Adam in Genesis 3:19, has never been withdrawn, viz., "In the sweat of thy face shalt thou eat bread."

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"A crooked path is always longer than a straight one."—*Kaufman*.









